

**Cover Page:**  
United Church of Christ  
Local Church Profile



Bethel-Bethany United Church of Christ  
Milwaukee, WI

Full-time Settled Minister

Southeast Association, Wisconsin Conference

March 1, 2018

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## **1. Position Posting**

### **Listing Information:**

Church name: Bethel-Bethany United Church of Christ

Street Address: 2878 N. 54th Street, Milwaukee, WI 53210

Website: [www.bbucc.org](http://www.bbucc.org)

Ecumenical Affiliations: United Church of Christ

Conference: Wisconsin Conference

Association: SE Association

UCC Conference or Association Staff Contact Person: Rev. Jane Anderson

Photographs (1-3):



We value that the Sherman Park community is multi-racial, multi-cultural, and we are situated in the heart of the city. We embrace the urban environment through programming and outreach. A third of our congregation lives within three miles and 22% live within one mile. We are committed to working and serving with our neighbors.

Current size of membership: 213 official members

Languages used in ministry: English

Position Title: Senior Pastor

Position Duration: Settled

Compensation Level: Full Time

Does the total support package meet conference compensation guidelines? Yes.

**Scope of Work:****Summary Ministry Description: (Core Competencies)**

Bethel-Bethany United Church of Christ, located in an attractive, multi-cultural, multi-racial Milwaukee neighborhood, is a Spirit-filled, vibrant, progressive congregation. Being in the richly diverse city of Milwaukee gives us access to many spiritual, educational, and community resources. "In the Heart of Sherman Park" - our church and our ecumenical and business partners in the immediate area have opened dialogues and have strengthened our relationships with our neighbors, particularly in the last two years. Through our involvement with Common Ground, our 30+ year in-house Urban Immersion program open to all denominations, Community Dinners co-hosted with the neighborhood association, and our involvement with the Sherman Park Association of Religious Communities, we continue to work with our neighbors to grow together as a community. We are seeking to strengthen our community involvement by providing our newly renovated "Parish House" as a meeting place for training, special interest groups, and youth activities.

Our congregation celebrates our rich history and values where we have been and also continuously works toward becoming an "Open and Accessible to All" congregation. As we reach goals we set, we continue to ask ourselves "how can we be more..." Our new pastor will lead us as a congregation to be an even stronger faith community whose mission is to be ambassadors of God's love, both within our current community and looking outside the boundaries of our church walls.

**Compensation & Support:**

Salary and benefit range offered is per WI Conference guidelines, which will include salary, housing allowance, car travel allowance, health insurance and pension.

The final compensation package will be determined by education, experience and other qualifications.

Additional Benefits: Community of Practice Fees, a budget for continuing education, paid vacation time

The pastor will be responsible for their own living situation. A housing allowance is offered which can be used for rent or for mortgage payments.

The expectation is for the pastor to live nearby to the church. If not in the Sherman Park neighborhood, at least in a nearby neighborhood.

Mileage reimbursement is offered for travel for pastoral purposes.

Peer and professional support is available through the Wisconsin Conference Communities of Practice and annual fees will be paid by Bethel-Bethany. These Communities of Practice groups are safe and supportive peer groups of 8-10 facilitated by a seasoned pastor or experienced therapist. They meet monthly for a 2 1/2-hour session, September through May. The process focuses on the practice of ministry and the pastor's vocation as leader, and encourages peer support, care, and reflection.

As this is a posting for a full-time position, part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment are not indicated.

## **2. Who Is God Calling to Minister with Us?**

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

Located on 54th and Locust Streets in the Sherman Park neighborhood of Milwaukee, Bethel-Bethany is something of a paradox. While the quaint little church building and the tight-knit, yet openly friendly congregation might suggest a more rural setting, Bethel-Bethany lives squarely in the center of a big, bustling urban neighborhood, and the members wholly embrace our mission here. We practice extravagant welcome to all who enter our doors.

We celebrate our diversity.

We welcome people of all ages, races and faith backgrounds.

We are accessible to all with our new addition.

We are a proud congregation of the United Church of Christ, a Just Peace Church and an Open and Affirming denomination.

When reflecting on the role and ministry of the next pastor, the following themes arose from focus groups, response cards, and an overview of church day-to-day operations and outreach:

Leadership Skills:

- Desire for personal education and continued education of self and congregation
- Respect for current congregational leadership
- Share and bring new ideas
- Openly stand for your beliefs
- Ability to embrace change
- Sense of hope
- Unafraid to make mistakes
- Willingness to learn
- Able to evangelize and build a congregation
- Creativity

- Well-rounded, emotionally mature person

#### Cultural Awareness/Intergenerational/Supportive:

- Inquisitive
- Relate Bible to current happenings; broader perspective
- Knows what's happening in the world, environmentally, politically, etc.
- Respect for elderly but also reach out to younger generations
- Respect for our church history/culture
- Respect for and willingness to embrace perspectives of other cultures

#### Model of Spirituality:

- Bible study for working folks
- An empathetic spirit
- Knowledge of the Bible and the ability to communicate and interpret the message

#### Counselor:

- Patience
- Relationship awareness
- Sensitivity to issues around mental health and wellness

#### Administration:

- Experience with hiring administrators
- Understanding of finances

#### Music:

- Interest in diverse liturgical music

#### Youth:

- Ability to connect with young people
- Interest in educational programming for children and youth

#### Technology:

- Awareness of and willingness to use

#### Strengths of the Congregation:

When reflecting on the strengths of our congregation the following themes arose from focus groups, response cards, and an overview of church day-to-day operations and outreach:

#### Community:

- Members utilize their different strengths to support the congregation
- Commitment to and support of the church neighborhood

- Urban setting
- Small community that welcomes all

#### Open/Inclusive/Progressive:

- Diversity
- Willingness to learn
- Equality
- Helping others
- Confronts white privilege
- Open and welcoming to LGBTQ+ community
- Open and welcoming to individuals with disabilities

#### Social Justice In Action:

- Strong mission focus with many opportunities to get involved
- Commitment to social justice
- Urban immersion program is a strength

#### Pastor and Staffing:

- Pastor is a leader in the community
- Longevity of pastor, support staff, and music director
- Strong pastoral leadership

#### Learning/Youth:

- Associates in Ministry program for College students, seminary students and post-graduate seminarians
- Youth Group experiences
- Sunday School programming with committed adult leadership
- Adult enrichment activities/studies

### 3. Who Is God Calling Us To Become?

#### *Who is God calling you to become as a congregation? (new initiatives):*

Our congregation feels strongly that we should be involved in our neighborhood, our community near and far, and will strive to continue current initiatives, while investing in new mission opportunities.

#### **Parish House - Neighborhood Resource House**

With the building of the ADA accessible addition to our existing church, we now have office space within the church proper for offices and administration activities. Previously, the “Parish House,” a 2x2 duplex next door to the church owned by the congregation, was used for pastor and administrative office space, meeting and storage space, and activity spaces for children’s programming. With the move of all these activities to the new church addition, it became obvious that there was an opportunity to re-purpose the Parish House for a new mission.

After much discussion, prayer, and planning, and a generous financial contribution from a current church member, the congregation has made a commitment to develop a **“Neighborhood Resource House.”** The working concept is to make meeting space available for community groups, to develop programming that will be useful to neighbors and church members alike, and in general, to support the mission of the church and the strengthen community ties between neighbors. At present, our hope is to open the first floor of the house by late spring or early summer 2018, by providing Jobs Skills Workshops (resume writing, interviewing skills, dress for success, internet access for job applications, MS Office skills) and Gardening Workshops (meetups, seed-sharing, Master Gardener presentations in raised bed or container gardening).

Our vision is to offer a variety of opportunities for neighbors based on interests indicated on surveys taken in mid-2017. Bible study, reading groups or book clubs, cooking classes, knitting circles, yoga, discussion groups, or youth groups are all ‘on the table’ as we develop programming for the upcoming year.

The second story of the duplex has been lightly remodeled with a view to making it available as short-term living quarters for visiting associates in ministry, seminary interns, or young adult community activists possibly working in the summer with neighborhood youth in work-to-learn programs.

Whatever shape the house and programming takes in the future, the Neighborhood House concept is a journey that we have committed to as a congregation to strengthen our neighborhood, to make a statement that, as this church is a long-time resident of this neighborhood, we are here to stay and intend to be a blessing to our neighbors, this community, and our city.



## **Urban Immersion Program**

Another important mission of this church is our **Urban Immersion Program** which has been running continuously since 1987. This continues to be an important ministry focus for our congregation, which reaches out and connects us to our neighbors near and far. As an urban congregation, (which began as a *suburban* congregation in 1924!), we provide opportunities for youth in rural and suburban communities to spend a weekend with us experiencing what it means to worship, work, play and serve in a city with a variety of religious and social diversity.

Youth and their mentors arrive on Friday evening and eat their evening meal at Capuchin Community Services (St. Ben's) in community with others who take part in their free meal program. This is an "action and reflection" process - they have the opportunity to talk to other diners in small groups while they eat, then later the youth group is brought back together to reflect on the experience. Following dinner, they worship at Greater Mt. Sinai C.O.G.I.C., an African American Pentecostal congregation in Sherman Park. That night, they camp out on cots in the Bethel-Bethany Fellowship Hall.

On Saturday, the group tours the Guest House, a shelter for men, and participates in a community service activity there. Often, the groups have budgeted to buy sandwich fixings and they make sandwiches for the shelter to use for lunches for the men and the community during the week. Next, it's lunch at the Milwaukee Public Market, a covered market downtown with a variety of ethnic foods, and finally they finish with a tour and reflection at the Islamic Center of Milwaukee.

## **Other Community Involvement**

Our congregation seeks to be relevant and involved in the life of our community, both locally and in a greater sense. We actively partner with community groups in our Sherman Park neighborhood, including our Tri-Block Neighborhood Group, SPARC (Sherman Park Association of Religious Communities), Safe and Sound, Sherman Park/NW Interfaith Older Adult Programs, Sherman Park Action Network and the Center Street Business Improvement District, and Common Ground.

## 4. Who Are We Now?

### ***Describe your congregation's life of faith:***

In April 2002, the congregation initiated a series of strategic planning sessions to determine the vision and goals of the church. As a result, the following list of vision statements was finalized in March 2003.

Bethel-Bethany United Church of Christ strives to be...

- A congregation that is open to God's spirit and is spiritually alive (Spirituality Vision)
- A congregation that has an inclusive, active youth program (Youth Vision)
- A church that operates under a balanced budget and is financially secure (Financial Stewardship Vision)
- A building that is dynamic, flexible, accessible, safe and well maintained (Properties, Facilities and Buildings Vision)
- A leader in addressing issues and concerns of contemporary society (Social Justice Vision)
- A church with a diverse cross section of members from all socioeconomic groups, races, ages and family structures (Diversity Vision)
- A church that serves God's people in both the urban and global community (Membership: Growth, Evangelism and Community Vision)
- A church where the members are actively involved in the "mission of the church" and contribute their time and talents (Membership: Using the Congregations Talents and Interests Vision)
- A church that is recognized throughout the Milwaukee area for their spiritual power, musical diversity, thoughtful and practical theology and visible love from one another (worship Vision)
- A church that has an organized and informative process for helping members and staff become leaders in the church (Leadership and Staff Vision)

The following mission statement truly reflects the goals and objectives of the Bethel-Bethany community:

*"To celebrate and share God's love through dynamic worship experiences, meaningful spiritual programs, and nurturing leadership opportunities as an inclusive Christian church serving the urban and global communities."*

At Bethel-Bethany, *God* is described using gender neutral terminology, reflecting the inclusive and open and affirming stance of the congregation. God is often described as Creator, Spirit, Mother or Father.

The *Holy Spirit* at Bethel-Bethany is found within the presence of all our worship and outreach activities. Whether in silent or spoken prayer, choir anthems or special music, joining hands for the Lord's Prayer, participating in Second Sunday outreach activities,

neighborhood clean-ups, social hour or education and enrichment activities, all are signs of the Holy Spirit.

***Describe what worship is like when your congregation gathers:***

Worship at Bethel-Bethany is unique. We are inclusive and non-judgmental. Located in the heart of Milwaukee, Bethel-Bethany draws congregants from the city, suburbs, and beyond for worship services. Children are present initially and then leave for education. They rejoin the congregation for communion on communion Sunday.

Occasional baptisms involve the whole church. After the child (or adult) has been baptized, he/she is brought to the center of the church, introduced and blessed as the congregation touches the shoulder of the person nearest to them and everyone is connected. The newly baptized is welcomed with love and prayer.

The pastor leads the worship service with lay people participating in reading, prayer requests, announcements, and ushering. The choir and other talented musicians inspire us with special music which enhances the theme of the worship service. Music is multicultural and multiracial.

During the worship service, the pastor lifts up announcements and “opportunities for Thanks-living” to underscore the importance and value of our mission activities.

At the end of worship, we Pass the Peace. Congregants leave having been inspired, challenged, and loved.

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

The Education Committee oversees educational opportunities for both children and adults. The committee consists of a 5-6 members: a Chairperson, the Superintendent, the Pastor and 2-3 more members. They meet at least 4 times per year and plan the Christian education year and schedule Nursery Attendants for worship services. We have a Nursery for babies and toddlers through age 4, Sunday School class for grades K-3, Sunday School class for grades 4-6, and Confirmation class for grades 7-12. Confirmation consists of an 18 month to 2-year course, (depending on whether they meet through the summers) which includes a combination of classwork, discussion, writing, service activities and faith statements. As part of the confirmation process, the youth also take part in social activities together, possibly including service trips, retreats or National Youth Events.

Adult Christian education activities consist of a variety of ongoing Bible studies held on weekday mornings, evenings, and Sundays before worship. They vary from guided studies on a topic, study of a particular book of the Bible, life and times of the Old Testament, following a set of *Great Courses* lectures on religious topics and engaging in discussion afterwards, and hybrid bible/film studies where a movie is watched, discussed and related

to Bible teachings. In addition to traditional Bible studies, we have also hosted book discussion groups, the most recent two being Evicted! and Hope in the Dark. During Lent in 2017, we hosted a several week study from the UCC White Privilege: Let's Talk. We currently are hosting 5 different bible studies groups, a spirituality group, and a book club.

***Describe how your congregation is organized for ministry and mission:***

The governing organization of Bethel-Bethany is a congregational model. Our constitution and bylaws mandate a Church Council of 10 members and the pastor as a voting *ex officio* member. They meet monthly on second Tuesdays from 6:30-9:00 pm. Council members are elected at the Annual Congregational Meeting, and serve for two-year terms, with a limit of two consecutive terms. Council represents the congregation and is entrusted with the monthly business and administration of the congregation, with the exception of larger decisions. Larger decisions are made by the congregation itself as a body, which has “supreme legislative and administrative power.”

Committees which do the work of the church are appointed by council or the nominating committee and include the Executive Committee (President, Vice-President, Recording Secretary, Finance Secretary and Treasurer), and the following committees: Finance, Endowment, Christian Education, Property, Evangelism, and Worship. In addition, a Nominating Committee is created annually, which nominates candidates for election to Council, the Nominating Committee, and delegates to the Southeast Association and Wisconsin Conference Annual Meetings. Special Committees or Task Forces can be commissioned by Council or the Executive Committee to address specific issues, and are temporary.

Committees generally meet monthly to plan and to address the issues that they are responsible for. Reports or minutes are submitted to Council.

## 11-Year Report/Demographics/Finance

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



Church#: 861740

Assoc: 832

Schedule: 0

Bethel-Bethany UCC

Milwaukee

WI

53210

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2006	202	75	72	0	0	12	7	9	-4
2007	205	77	90	7	0	7	9	2	3
2008	211	77	70	4	0	6	2	2	6
2009	221	80	85	2	0	14	6	0	10
2010	226	85	80	3	0	11	1	8	5
2011	227	85	64	0	0	9	7	1	1
2012	234	85	64	0	0	0	0	0	0
2013	226	85	63	0	0	0	7	1	-8
2014	225	82	75	0	0	10	6	5	-1
2015	223	80	80	0	5	3	7	3	-2
2016	208	75	63	2	0	1	6	12	-15

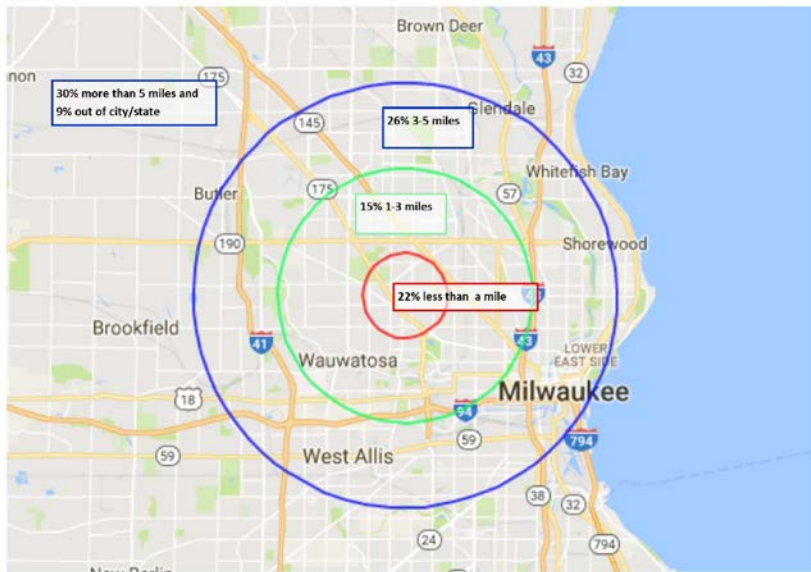
YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	SPECIAL SUPPORT	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2006	\$138,842	\$56,830	\$10,000	\$1,866	\$11,856	\$3,920	\$15,776	7.20	\$211,448	\$164,086
2007	\$130,300	\$59,830	\$10,000	\$1,348	\$11,348	\$3,920	\$15,268	7.07	\$202,388	\$114,630
2008	\$140,066	\$0	\$10,000	\$1,704	\$11,704	\$4,600	\$16,204	7.14	\$158,270	\$121,136
2009	\$143,370	\$0	\$10,000	\$2,756	\$12,756	\$4,900	\$17,656	6.97	\$161,026	\$136,291
2010	\$146,718	\$0	\$10,000	\$1,218	\$11,218	\$5,624	\$16,742	6.82	\$163,460	\$129,500
2011	\$148,579	\$0	\$10,000	\$3,089	\$13,089	\$6,625	\$18,714	6.73	\$167,293	\$128,571
2012	\$148,579	\$0	\$11,000	\$1,593	\$12,593	\$0	\$12,593	7.40	\$161,172	\$0
2013	\$148,579	\$0	\$11,000	\$1,436	\$12,436	\$0	\$12,436	7.40	\$161,017	\$127,044
2014	\$150,277	\$157,581	\$11,500	\$1,299	\$12,799	\$3,464	\$16,263	7.65	\$324,121	\$213,782
2015	\$155,295	\$118,124	\$12,000	\$19,608	\$31,608	\$1,053	\$32,661	7.73	\$306,080	\$128,008
2016	\$161,140	\$55,400	\$12,000	\$9,299	\$21,299	\$2,333	\$23,632	7.45	\$240,172	\$141,600

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2011-2016	-8.37	-11.78	-1.56	-66.67	125.00	8.45	62.72	43.56
2006-2016	2.97	0.00	-12.50	-75.00	12.50	16.06	78.65	13.56

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.

### Reflection on Demographics:

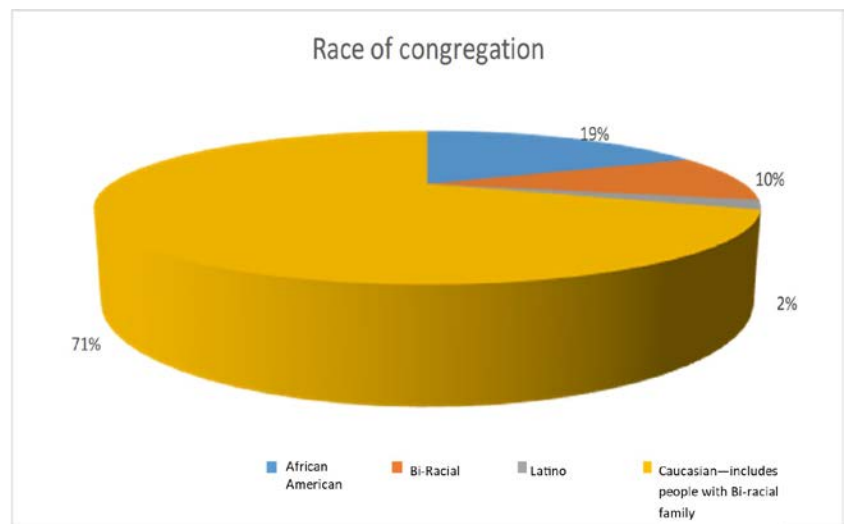
- Openness to changing demographics
- Welcoming new members



- People find a connection point: serving together; social and common interests;

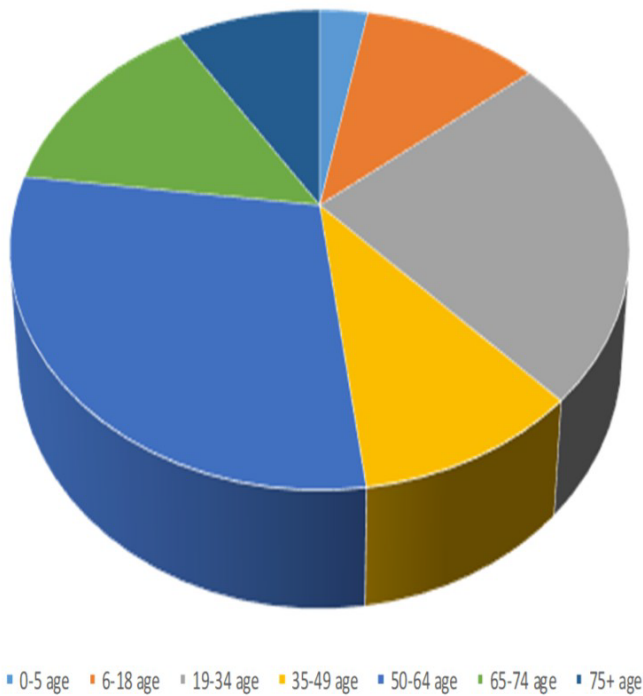
- over a third of our congregation lives within 3 miles of church - “in the neighborhood”
- over a third live in the suburbs or in different cities but are still actively connected to Bethel-Bethany

- over 30% of our congregation is non-white
- close to 40% of our congregation is made of family structures that include blended races and LGBTQ+



Note: 38% of the congregation family structures are non-white/blended families

# Age of Congregation



0-5 age—live within 5 miles of church,  
mostly non-white

6-18 age— 70% live within 5 miles,  
73% Bi Racial or non-white families

19-34 age— 38% live > 5 miles away or out of state  
25% have active/in person connection to B-B

35-49 age— half live > 5 miles away or out of state.  
60% leaders/active participants in the church

50-64 age— 73% live within 5 miles of church  
74% are very active and leaders in the church

65-74 age— 64% live within 5 miles of church  
90% are very active and leaders in the church

75+ age— over half live over 5 miles away  
most are in mid 80's

## Congregational Demographic Report

***Describe those who participate in your church:***

		<i>Is the number an estimate? check if yes.</i>
Number of roster Members	244 (221 rostered members and 23 children)	no
Number of active members	131	yes
Number of active non-members	20	yes
Total of active church participants (sum of the numbers above:)	150	yes

***Percentage of total participants who have been in the church:***

	Rostered	Active Members	<i>Is the number an estimate? check if yes.</i>
More than 10 years	72%	59%	yes
Less than 10, more than 5	14%	18%	yes
Less than 5 years	14%	23%	yes

***Number of total participants by age: rostered (active)***

0-11	12-18	19-34	34-49	50-64	65-74	75+	<i>Are these number an estimate? check if yes.</i>
18 (11)	14 (7)	58 (11)	24 (13)	70 (47)	32 (29)	20 (15)	yes



***Percentage of adults in various household types:***

	Percent rostered families	<i>Are these number an estimate? check if yes.</i>
Single adults under 35:	20%	yes
Joint households with minors	19%	yes
Single adults age 35-65:	13%	yes
Joint household with no minors:	35%	yes
Single adults over 65:	13%	yes

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

We have a full range of occupations represented by our working members - construction, trade, professional, service, social services, academic, student.

We have a mix of ethnic heritages in our congregation. A number of our members are 1st or second generation immigrants. Over 30% of our congregation is non-white with most of those being African American, and close to 40% of our congregation is made of family structures that include blended races and LGBTQ+.

In March-April 2017 we held a multi-session study of “White Privilege/Let’s Talk” where we welcomed congregation members and visitors to participate. Future plans are to prepare a report of the “white audit” performed by the class participants in order to engage the congregation in decisions about next steps to take to teach about and challenge white privilege.

## Participation and Staffing

Ways of Gathering		Estimate number of people who attend	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	8:30 am Sunday Study Group (weekly)	12	Pastor Tim, Lisa Quinn (orders materials)
	9am Wed am Great Courses study (2x/mo)	6	Pastor Tim
	Wed evening Great Courses study (2x/mo)	6	
	Friday Evening Book Study 4-6x/year	12	Val Sauv�
Baptisms (number last year)	1	1	Pastor Tim, Lisa Quinn (bulletin and materials), Jeanne Fehr (calligraphy)
Children's Groups or Classes	weekly Sunday am classes during school year for two age groups	10 (younger)	Scott Bennett, Val Sauv�, Lynne Woehrle, Kris Komes, Lisa Quinn (order and organize materials)
		7 (older)	

Christmas Eve and Easter Worship	Christmas Eve	100	Pastor Tim, Debbie Cincotta (Music), Lisa Quinn (bulletin), Choirs, ushers, child care providers, extra musicians
	Maundy Thursday	20	
	Good Friday	15	
	Easter Vigil	10	
	Easter 7:30 am	45	
	Easter 10am	100	
Church-wide Meals	Ash Wednesday Pot Luck	20	Evangelism Team, church members - varies
	Easter Breakfast	80	
	Ice Cream Social	40	
	Wednesday before Thanksgiving Simple Soup Supper	40	
	Christmas Cookie Pack Luncheon	50	
Choirs and Music Groups	Adult choir	15	Debbie Cincotta
	Contemporary group and soloists	5	David Williams, Bob Burton, Lorie Wilson
Church-based bible study	9am Wed Bible Study (2x /mo)	12	Pastor Tim, Kathy Reed
	Wed evening Bible Study (2x/mo)	6	Pastor Tim
Communion ( <i>served how often?</i> )	Once a month on Sunday, Ash Wednesday, Maundy Thursday, and Easter 7:30am	65 monthly	Thomas Derenne

Drama or Dance Program	Christmas play (3 <sup>rd</sup> or 4 <sup>th</sup> Sunday of Advent)	25	Pastor Tim, Sunday School volunteer teachers
	Christmas Eve		
	Tableau	15	
	Palm Sunday Play	25	
Funerals ( <i>number last year</i> )	5 (3 in building)	7	Pastor Tim
Intergenerational Groups	n/a		
Prayer or Meditation Groups	Taize worship (2-3 x per year)	20 per service	Pastor Tim, Marsha Poulsen, Debbie Cincotta Pastor Tim
	Thurs evening Spirituality Group (2x/mo)	10	
Public Advocacy Work	Common Ground	5	David Redemann, Lynne Woehrle  Pastor Tim
	SPARC (Sherman Park Assoc of Religious Communities)	5	
Retreats	Lenten Retreat	15	Marsha Poulsen Christian Ed Comm.
	Advent Retreat	15	
Theology or Bible Programs in the Community	All Bible Study Groups are open to community		
Weddings ( <i>number last year</i> )	3	offsite	Pastor Tim

Worship 10am		65 weekly	Pastor Tim, Debbie Cincotta (music), Lisa, guest preachers, readers, ushers, child care
Young adult Groups or Classes	n/a		
Youth Groups or Classes	Confirmation/youth group (3x/mo)	8	Pastor Tim, Meredith Anderson
Other	Community Dinners for neighborhood group (4x year)	60 each meal	Evangelism Committee

***List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current UCC Three-Way Covenants or Four-Way Covenants:***

Name	Three Way or Four Way Covenant	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Ruth Krymkowski		Retired minister	Retired minister	Y
Kent Hadley		Retired	UMC commissioned	Y
Ron Ballew		Interim	Interim	N
Shai Wise		Ordained	Chaplain at Senior Living Center	N
Meredith Anderson		Ordained	Caregiver for Elderly/Disabled	N
Joyce Lawlor		Ordained	Retired minister	N

There are no previous pastors of Bethel-Bethany within our 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
Senior Pastor – Rev. Dr. Timothy Perkins	Head of Staff	Full time	Council	32 years
Admin Assistant – Lisa Quinn		Part time	Pastor	3 years
Choir Director/Musician – Deborah Cincotta		Part time	Pastor	34 years
CE Superintendent – Scott Bennett		Volunteer	Pastor	5 years
Custodian – Steve Coleman		Contract	Pastor	10 years
Financial Secretary – Jeanne Fehr		Volunteer	Pastor	10 years
Financial Assistant – Brian Klabunde		Contract	Pastor	5 years

## **Church Finances**

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

Source	Amount
Annual Offerings and Pledged Giving	\$135,000
Endowment Proceeds (as permitted within spending policy, such as a cap on typically 4.5%-5% on total return)	n/a – endowment proceeds are reinvested
Endowment Draw (beyond spending policy)	n/a
Fundraising events	\$6,500
Gifts Designated for Specific Purpose	\$70,200 (Capital Campaign Pledges)
Grants	\$1,000
Rental on church Building	n/a
Rental of Church Parsonage	n/a
Support from Related Organizations (e.g. Women's Group)	n/a
Transfers from special Accounts	n/a
Other: Urban Immersion, Evangelism, Food and Shelter, Pastor Discretionary	\$1270
Other: Bequests, Fund Donations, Misc Income, Memorials, Other	\$13,950
TOTAL	\$229,670

**Current year budget:** \$173,700 in expenses (not including Capital Campaign)

**Compare total ministerial support – what is the percentage?** 55% (not considering Capital Campaign Funds)

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

Our Church is 5 for 5, and has been for 15+ years

Our OCWM (Basic Support) pledge has been met each year. The level of support is determined at the Annual budget meeting of the congregation and is approved by congregational vote.

**What is the church's current indebtedness?** \$155,567

**Total amount of loan debt:** \$155,567

**Reason for debt:** Building Loan for Accessible Addition

**Are capital and other payments current?** Yes. Monthly loan minimum payments are \$2,083.

Per Council directive, 6 months of minimum payments are held in savings, or \$12,500. Each month, all donations received over \$2,083 are used to pay down the principle. During the 5-year life span of the campaign, we have only had 2 months in which we received slightly less than the minimum payment.

**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:** We currently project a new fundraising effort to begin in September, 2018. The mortgage loan is due to be refinanced in November, 2018; the new campaign will focus on retiring the mortgage as a first priority, with the possibility of also including new capital projects to refurbish the church, and an appeal to strengthen the endowment funds.

**Past Capital Campaign in last 10 years:**

Year(s)	Purpose	Goal	Result	Impact
2012-2018	Accessible Addition to Church	\$527,467	\$523,993	addition of accessible office space, meeting space, elevator, wheelchair ramp



**Current Capital Campaign:**

Year(s)	Purpose	Goal	Result	Impact
Projected to begin 9/2018	Pay off mortgage, Improve buildings, Strengthen the endowment	\$300,000	\$	To update and improve aging interior of church, and to build up the endowment to ensure financial stability for the future.

**Describe the prominent mission component(s) involved in the most recent or current capital campaign.** We undertook the expansion of the church building to become Accessible to All (A2A) by making our sanctuary and fellowship hall accessible by wheelchair.

**Does your church have an endowment?** Yes

**What is the market value of the assets?** \$132,000 endowment. Endowment Funds are drawn as needed.

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

In 2017, the amount withdrawn from endowment to meet operating expenses was \$6,000. This was due in part to some bequests. In past the past 5 years our budget deficits have been as high as \$35,000. We have been making an intentional reduction in the amounts withdrawn from investments to meet operating budget expenses.

**At the current rate of draw, how long might the endowment last?** 5 years

**Please comment on the above calculations or estimates:**

We are making progress on reducing our draw from investments, and are planning a stewardship campaign to increase giving to the endowment funds.

**Other Assets:**

Investments (other than endowment): \$135,000 Memorial Fund: Funds are drawn at rate of 5-6%/year

Does your church have a parsonage? Y

Fair market rental value of the parsonage: \$900/mo

How is the parsonage used? Meeting Space, Neighborhood resource center

Address: 2866 N 54th Street

Finished square footage: 1,000 sq ft per unit

Number of bedrooms, number of bathrooms: Duplex - 2Br/1Ba X2

Assessed real estate value: \$60,000

Available for minister residence: N

Expected minister residence: N

Condition of structure, systems and appliances: Good

Entity in the church responsible for review and needed repairs: Properties Committee

***Describe all buildings owned by the church:***

The Church building was built in 1937 of local stone. An addition was built in 2013 to make the church accessible to wheelchairs. It has an outdoor wheelchair ramp, automatic doors, an elevator and an accessible restroom.

The duplex next door is owned by the church and is being rehabbed for use as a neighborhood resource center. It will be made available to church and neighborhood based groups for meetings and workshops. The building is a 2 X 2 duplex with a full basement.

The 2-car garage behind the duplex is used for storage space.

***Describe non-owned building or space used or rented by the church: n/a***

***Which spaces are accessible to wheelchairs?***

Worship space, fellowship space, bathroom facilities are wheelchair accessible. Pulpit/altar are not.

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

The congregation has a strong and stable presence and is committed to continuing our mission well into the future. When a financial need was identified to make the building accessible, the congregation stepped up with a generous response. It is our belief that with the new appeal to retire the debt and rebuild the endowment funds, that we will see a similar level of commitment and generosity.

## ***Historical Information***

Historically, Milwaukee has always been a city of immigrants. By 1910, Milwaukee shared the distinction with New York City of having the largest percentage of foreign-born residents in the United States.

On January 22, 1911, Bethel Evangelical Congregation, our mother congregation, was formed as an expansion of Friedens Evangelische Kirche (Peace Evangelical Church), a congregation of mostly German immigrants from the North side of Milwaukee. The new church began with a Sunday School for 14 children and 14 adults meeting at an ice cream parlour near Washington Park. By June 29, 1911 their charter membership was filled with 77 members. A church building was erected at 38th and North Avenue.

By June of 1924, a mission church named Bethany Evangelical Church was formed by six Bethel families and the part-time attentions of Rev Gehle from Bethel, meeting in a small building at 55th and Center. The building was soon inadequate, and a new chapel was built and dedicated in 1925, at the 54th and Locust site where our current church is located. The total budget for the congregation that first year was \$709.00.

In 1938, Bethany Evangelical Church built the new Gothic-style lannon stone church building which we occupy today; it was dedicated on May 14, 1939.

In 1956, needing more space, the duplex next door was purchased from the family of Florence Holland, and was named the "Bethany School House" by the pastor's wife. It is now called the Parish House, and is currently being transformed to serve as a neighborhood resource center and meeting space.

By 1975, the original congregation of Bethel Evangelical and their mission congregation Bethany Evangelical merged to become Bethel-Bethany UCC, worshipping and serving together in Sherman Park at the 54th and Locust church.

Rev. Ruth Duck served from 1978 - 1984 as the first woman minister in the church's history. During her tenure the Sunday School was revitalized and **inclusive language was introduced in worship and the life of the church**. The landmark inclusive language hymnal, "Everflowing Streams", edited by Rev. Duck and Rev. Michael Bausch was published and used regularly at Bethel-Bethany.

Rev. Timothy Perkins was called was called in 1985 and has remained until the present time. During Rev. Perkins' ministry, the church transitioned to a younger leadership, and a culture of visioning and long-range planning was established. Connection with the neighborhood was expanded, including the **establishment of an interfaith coalition, the Sherman Park Association of Religious Communities (SPARC)**. Members are encouraged to engage in mission in the Sherman Park neighborhood and beyond.

From 1997 – 2005, Ministry Associate Mary Finley served to lead the congregation in becoming a multicultural-multiracial church and to strengthen our urban mission including the **Urban Immersion Program** (a plunge into diversity and urban ministry for youth and adults).

The initiation of our **Associates in Ministry Program** in 2002 invited college students, seminary students, and post-seminary graduates to explore urban ministry with the Pastor, Staff, and the congregation. Over the past 15 years our pastor and congregation have mentored and benefited from a wide variety of young voices through this initiative.

In April, 2002, the congregation of Bethel-Bethany UCC initiated a series of strategic planning sessions to determine the “vision” and goals of the church. As a result, in March, 2003, a list of **vision statements** was finalized, which can be found above in *Section 4 “Who Are We Now?”*

In 2011 We adopted our “Open and Accessible” policy affirming that Bethel-Bethany is an **Open and Affirming, Multicultural/Multiracial, Accessible to All congregation of the United Church of Christ**, and in 2012 we committed to transforming our building into an accessible space with the beginning of the “Mission: Accessible” Building Campaign. In 2013, ground was broken for the new accessible addition to the church, and by 2015, the new addition was completed, dedicated and administrative offices were moved in. In addition to offices and meeting space, the addition includes a wheelchair ramp outdoors, automatic door openers, and an elevator making all levels of the church available to all people. The campaign was made successful by the faithful members and friends of the congregation who together have donated \$520,000.00 to date.

2016 – Present: Adoption of the Transition Plan to guide the congregation, the retiring pastor and the new Pastor as the congregation prepares for the next phase of its mission. With the guidance of the Transition Team appointed by council, the congregation voted to adopt a **Phased Pastoral Transition Model**, where, instead of the typical process of an Interim pastor serving during the time between outgoing and incoming pastors, the outgoing pastor will remain in place while the search for a new pastor takes place, and will overlap in time with the new pastor by a couple of months. The hope is to ensure a smooth transition for the congregation and the new pastor. During the overlap time, the retiring pastor will work part-time (10-15 hrs./week) to offer assistance and guidance to the full-time incoming pastor. This overlap time will be determined by council at the time of the call to the new pastor and is expected to be between 6 weeks and 3 months.

2018: Adoption of the Parish House Use proposal and beginning of renovations to the first floor of the building. The duplex known as the **“Parish House” will be converted to a community resource center** for meetings and programming to benefit both the congregation and the neighborhood. The initiative was approved by congregational vote in January, 2018.

# Ministerial History

BETHEL 1911-1972	BETHANY 1924-1972	BETHEL-BETHANY 1972-PRESENT
Ernst Gehle 1911-45 (34 yrs.)	Ernst Gehle 1924-26	
Glenn Gumm 1929-31	L.R. Moessner 1926-29	
	Karl Meyer 1929-32	
	Ralph E. Weisser 1932-34	
	Frederick W. Ringe 1934-38	
Frank Kostya 1945	Arnold H Schultz 1938-68 (30 yrs.)	
Esra Vornholt 1946-48		
William C. Donald, II 1949-57		
Otto Schulze 1950		
Otto J. Scheib 1952-57		
Edward Nuss 1957		
Earl G. Buck 1958-72 (14 yrs.)	Leon F. Richwine 1968-71	
	William E. Rumpf 1971-72	
		Earl G. Buck 1972-74 (+2yrs)
		Edward M. Blumenfeld 1975-78
		Melvin Herlache 1978-79
		Ruth Duck 1979-84
		Roy Alberswerth 1984-85
		Timothy R. Perkins 1985- present (33 yrs.)

## 5. Who Is Our Neighbor?

### *Community Vision*

The slogan “We’re Out There,” as found on a t-shirt created to show the involvement and outreach of Bethel-Bethany, is just one example of how we live out our mission to serve urban and global community.

We support the following missions, service, and outreach organizations in the Greater Milwaukee area:

- Guest House of Milwaukee <http://www.guesthouseofmilwaukee.org/>
  - including Cream City Gardens
- Friedens’ Community Ministries <https://friedenspantry.org/>
  - Zion Rock Food Pantry
- Cathedral Center <https://cathedral-center.org/>
- Capuchin Community Services (St. Ben’s)  
<http://www.capuchincommunityservices.org/>
- Sherman Park/NW Interfaith Older Adult Programs <http://interfaithmilw.org/>
- Interfaith Conference of Greater Milwaukee  
<https://www.interfaithconference.org/>
- Sherman Park Community Association (SPCA)  
<https://www.facebook.com/spcommunityassociation/>
- Sherman Park Association of Religious Communities (SPARC)
- Safe and Sound <http://www.safesound.org/>
- Tri-Block Association
- Center Street Business Improvement District
- Sherman Park Pantries
- Calvary Memorial UCC Food Pantry
- Common Ground
- Islamic Society of Milwaukee <http://www.ismonline.org/>
- Greater Mt Sinai COGIC
- Bethesda COGIC
- SPAN Sherman Park Action Network - Center Street
- Tricklebee Café <http://tricklebeecafe.org/>
- Church World Service’s CROP Hunger Walk <https://www.crophungerwalk.org/>

In addition, we are a 5 for 5 congregation through our support for UCC missions.

Beyond current mission and outreach we are currently in the process of converting our Parish House, formerly utilized as church offices, Sunday school classroom space, and

meeting space to serve as a community center in our Sherman Park community.

BB is proud to be an Open and Affirming church. We firmly believe that our congregation is constantly seeking ways to be more inclusive and welcoming, accessible to all, and to maintain our focus on social justice.

This congregation offers the pastor exceptional freedom in participating in areas of interest. We also have an expectation and desire for our pastor to participate in the community. Professional staff and lay participation in national church activities is also strongly encouraged.

### ***Mission Insite***

Data in this section is from a FullInsite report done within a 1-mile radius of Bethel-Bethany in May 2017.

The Sherman Park neighborhood surrounding Bethel-Bethany is:

- Stable, racial/ethnically and religiously diverse, split between white collar and blue collar occupations
- 87% have GED or higher education
- Families are younger, below median family income and have more single parent households than average (only 30% are married, but 63% households are families)
- Over half of the neighborhood is under 34,  
26% is 35-54,  
21% is over 55.
- The largest segments are 5-17 school age and 35-54 families/Empty Nesters.
- Homes are single or two units, most under \$200,000 and built before 1949.
- 38% conservative Evangelical Christian and a large orthodox Jewish community within 3-mile radius of church.
- Within 1 mile of church: 64% Black/African American  
Within 3 miles north of church (53210 and 53216 area codes): 75% Black/African American population; 25% White includes Orthodox Jewish Community  
Within 3 miles south of church (53210 and 53208): 65% White

## **6. References**

**Rev. Mary Jane Huber**

**Former Associate in Ministry at B-B, current UCC pastor at St. John's UCC, Merton**  
[pastormaryjane1@gmail.com](mailto:pastormaryjane1@gmail.com)

**Karen Nagel**

**Tri-Block Neighborhood co-chair and B-B neighbor**  
[knagle@wi.rr.com](mailto:knagle@wi.rr.com)

**Niedre North**

**Interfaith NW for Older Adults**  
[nnorth@unisonmke.org](mailto:nnorth@unisonmke.org)



## **7. Closing Thoughts**

This congregation has historically been forward-thinking and intentional in their mission and vision, and continues to be so. We embrace a culture of visioning our future, and acting to live into that vision as God's people showing God's love to the world as manifested through Jesus the Christ. Our new pastor will shepherd us into the future providing pastoral support and guidance, and partnering with us as a loving, mission-centered people.

### **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.)***

The Transition Team appointed by Church Council held two all-member information gathering sessions where the congregation discussed issues and missions important to them, and characteristics hoped for in a new pastor. They also conducted 5 weeks of paper surveys in the weekly bulletin, and online surveys. The Congregational Profile Writing Team considered all this data to write the document.

## 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. Jane B. Anderson/Associate Conference Minister

Email: [janderson@wcucc.org](mailto:janderson@wcucc.org)

Phone: 920-540-2586

Date: 3/16/2018

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*