

# INTRODUCING THE NEW LOCAL CHURCH PROFILE



Who is  
God  
calling us  
to  
become  
?

The new Local Church Profile is not just for congregations in search of a pastor. *All* congregations are encouraged to engage in its process of discovery every 3-5 years. The UCC Local Church Profile reflects valuable data, assesses ministry, clarifies change, and helps advance the calling of the congregation. Not just to be completed by a search committee – the more participation, the better!

Rachel Hackenberg

**UNITED CHURCH  
OF CHRIST**



# UNITED CHURCH OF CHRIST

## LOCAL CHURCH PROFILE

Washington Reformation UCC  
Monticello, Wisconsin

Pastor

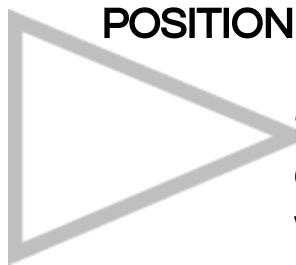
Wisconsin Conference, Southwest Association

[June 11, 2018]

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*“God is able to provide you with every blessing, so that  
having all sufficiency in all things at all times,  
you may abound in every good work.”  
(2 Corinthians 9:8)*



## POSITION POSTING

LISTING INFORMATION

SCOPE OF WORK

COMPENSATION & SUPPORT

WHO IS GOD CALLING TO MINISTER WITH US?

### LISTING INFORMATION

**Church name:** Washington Reformation United Church of Christ

**Street address:** N6026 Church Road, Monticello, WI 53570

**Supplemental web links:** [www.WashingtonReformation.com](http://www.WashingtonReformation.com)

**Additional ecumenical affiliations** (*e.g. denominations, communions, fellowships*): None

**Conference:** Wisconsin Conference

**Association:** Southwest Association

**UCC Conference or Association Staff Contact Person:**

Rev. Joanne Thomson, Associate Conference Minister, (608) 846-7880, [jthomson@wcucc.org](mailto:jthomson@wcucc.org)

### **Summary Ministry Description:**

Our church is in the heart of the rolling hills of Green County, proud of our history and traditions and excited to grow into the future. We expect to work in tandem with our new pastor to bridge traditional and modern ideologies, and to grow our ministry within our membership and throughout the greater community. Members are solid, hard-working people who continually look for ways to reach out to others, not seeking acknowledgement or accolades but simply the satisfaction of knowing that we have done something to make the world a better place. We seek a pastor who will join us in our current mission work and encourage new opportunities. While we are not a racially diverse community, we recognize diversity of opinions, political beliefs and socio-economic status throughout our congregation and greater community. Our pastor should be open-minded and flexible. The pastor should have a strong knowledge of scripture and live their faith confidently. We believe that spreading the love of God outside the walls of our church is a priority and will need the leadership of someone who enjoys meeting new people, participating in the community, and willing to try new things. Our pastor will treasure the values and traditions of our heritage while encouraging us to move into the future and expand our horizons.



### **What we value about living in our area :**

Our small, rural community fosters strong, close relationships with each other, not just church members but the greater community as a whole. People truly care about one another and take care of another.

**Current size of membership:** 145 active members

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

**Position Title:** Full Time Settled Pastor

**Position Duration:**

Settled – a called position intended for longer-term ministry in which the minister moves church membership to the congregation and moves standing to related association

**Compensation Level:** Full Time

**Does the total support package meet conference compensation guidelines?**

Salary and benefits commensurate with Wisconsin Conference guidelines

## SCOPE OF WORK

- *preparation and leadership of Sunday worship, including scripture study, crafting of liturgy and bulletin, sermon preparation, guiding and sometimes finding lay liturgists, planning of music in coordination with musical staff, preaching, offering of prayers, etc.*
- *faith formation and vitality through prayer, Bible study, service, identifying helpful resources and opportunities and helping lay persons take advantage of them*
- *pastoral care in collaboration with lay people*
- *counseling, listening and referral*
- *community engagement and leading the way for the church to be an ambassador of God's love*
- *leadership development by working with people in the church to create ministry and programs*
- *weddings and funerals for participants in the worshipping community*
- *availability to the wider community for funerals, weddings, special worship programs, and as a representative of the church to local organizations*
- *strategic planning for current and new directions in ministry*
- *attend meetings and give leadership as needed to church programs, in collaboration with lay leadership*
- *faithful financial development and stewardship*
- *participate in wider church activities such as conference and association meetings*
- *study and prayer to increase faith and to improve skills so as to lead, teach, preach better*
- *energizing and deepening spiritual connections and faith understandings of others in all they do*

**Core Competencies:**

Faithful, compassionate, relates well to people in the community

## COMPENSATION AND SUPPORT

**Salary Basis:** Salary and Housing Allowance commensurate with conference guidelines

**Benefits:** Housing allowance, pension, health insurance, dental insurance, professional expenses

**What is the expected living situation for your next minister?** Living nearby with housing allowance.

**Comment on the residential/commuting expectations for your next minister.**

We prefer our pastor to be a resident and active member of our community.

**State any incentives** (*e.g. school debt reduction or retention bonus after a certain number of years in position*): N/A

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

Community of Practice (small group of pastors who gather regularly for learning & support)

One-to-one mentorships and coaching available upon request

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

## WHO IS GOD CALLING TO MINISTER WITH US?

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

A pastor is the spiritual leader of the congregation, working with members to create and enact an effective faith formation program for all members, especially the youth and confirmation program. Our pastor should help and encourage us to continue in the mission work that we have begun and grow our ministry within the community and beyond. We also look to the pastor to facilitate increased participation of church members in special events, worship, mission, committees, and the overall work of the church.

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

Our pastor will inspire, encourage and push us to continue in and grow our mission work. We believe that an effective pastor will lead by example through their own service to the community as well as identify the gifts of various church members and encourage them to utilize their gifts in service. Our congregation has a strong work ethic and desire to serve their neighbors, both near and far. We depend on our pastor to help us find, explore, and lead us into new opportunities.



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

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

#### ENGAGING SACRED STORIES AND TRADITIONS

Our congregation overwhelmingly names faith formation as a priority in our ministry. Bringing life to sacred stories and traditions in worship, proclamation and witness is mentioned by nearly every focus group and survey conducted. We believe that our pastor needs strong knowledge of scriptures and will work to lead faith formation across all generations.

#### CARING FOR ALL CREATION

Pastoral care is vital to our congregation. Providing hope and healing to a hurting world, within our congregation, our community and all of creation defines our mission. We need a pastor who will nurture care and compassion for all of God's creation and for our community members individually.

#### EXHIBITING A SPIRITUAL FOUNDATION AND ONGOING SPIRITUAL PRACTICE

We recognize that a pastor can only guide us effectively if that person attends to their own spiritual practice. A faithful and active prayer life is essential to a life of discipleship. A pastor must commit to their spiritual development and understanding of the power of the Holy Spirit in order to guide members into that life. Our ideal minister is perfectly described by the statement "Loving God, following Jesus Christ, and being guided by the Holy Spirit; living a life of discipleship."

#### WORKING TOGETHER FOR JUSTICE AND MERCY

When we attend to our individual spiritual development, our faith formation across generations, and pastoral care for all creation, the logical result is an outreach through mission and the radical hospitality of God. We need a pastor to lead us into spreading the extravagant welcome of our merciful and gracious God to all. We recognize that the work of our hands is essential to the kingdom of God.



## **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?**

We are called to continue to grow our faith through education and involvement in mission and helping others. We need to increase our focus on youth and young adults, encouraging their faith formation and greater involvement in the church and its ministry.

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

We have been instrumental in the foundation and continuation of Green Cares Food Pantry, a pantry that serves all of Green County, and Green County Family Promise, an organization for housing and guiding the homeless and near-homeless of Green County. We recognize the economic diversity of the community and continue to look for ways to better serve those in need. We also recognize within our congregation a need to better serve the youth and young adults who so often leave the fold after confirmation.



## WHO ARE WE NOW?

"You shall love your neighbor as yourself." (Matthew 22:39 NRSV)

CONGREGATIONAL REFLECTIONS

11-YEAR REPORT

CONGREGATIONAL DEMOGRAPHICS

PARTICIPATION AND STAFFING

CHURCH FINANCES

HISTORICAL INFORMATION

## CONGREGATIONAL REFLECTIONS

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

Our worship is centered upon a compassionate, forgiving, gracious, merciful God, who came to us in human form in the man of Jesus Christ to teach all of humankind of the extravagant love offered to every person. We believe the Holy Spirit is actively working among us and through us, individually and in community, in our private lives, our worship and our work. The UCC Statement of Faith clearly defines the guiding beliefs of our congregation and is included in new membership liturgy.

### **Describe several strengths or positive qualities of your congregation.**

Welcoming, friendly, personable members

Willingness to share, hear and respect opinions of others

Good work ethic, strong volunteerism both within and outside the church

### **Describe what worship is like when your congregation gathers.**

Our worship services tend to follow a traditional format while being open to more progressive and contemporary styles, such as dramatic readings, visual enhancements like slideshows, liturgical dance, and greater inclusion of visual arts, such as altar design. Music is very important to our congregation, and we try to blend traditional with contemporary to keep the message fresh and welcoming to all. Sunday morning services are held in a very traditional church setting with the pastor at the pulpit and congregation in the pews. Although it is traditional and structured, our worship is not formal or rigid in any way. We have become accustomed to pastor wearing robes for formal, special occasions, and during the hot summer months the robe is rarely worn. Sermons are best when based solidly on the Bible and related to current events, conversational and relatable. The church is on a quiet country road with very little traffic, so services are often accompanied by open windows and the sound of birds singing. Children are welcome and included in the service, encouraged to participate in leading liturgy or reading scripture when able.

Weather permitting, we have outdoor services a few times every year on the “back porch” overlooking the fields. We continue to offer Wednesday evening services during Lent, and occasionally during Advent. We offer special services for Thanksgiving, Christmas Eve and other holidays or commemorative days. Worship services are led by the pastor with strong participation from volunteers, Music & Worship committee, choir, and the congregation as a whole. We believe that worship is at its best when it involves everyone.

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

We currently have a strong Sunday school and confirmation program with good attendance and participation, both in classes and in worship. Faith formation programs for adults have been somewhat lacking, and we hope to encourage growth in this area.

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

- **When it comes to decision-making, how many hours are spent in meetings per month?** Average 5 hours per month among all committees
- **Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?** We have strong lines of communication and the ability to act quickly when necessary. If the issue is localized or easily managed by one or two people, it is commonly handled informally without any fuss. If it is a larger issue, committees can be convened quickly and make decisions as needed. Consistory has called impromptu meetings when necessary, making decisions as appropriate, and if a membership vote is required, the meeting is set and communicated by multiple means (phone calls, email, mail, and Facebook).
- **Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church’s activity and governance?** Yes

**Committees:**

Christian Education & Youth (meets quarterly)  
Intentional Faith Development (meets quarterly)  
Mission & Stewardship (meets as needed)  
Building & Grounds (meets as needed)  
Memorial (meets as needed)  
Sunshine Committee (meets as needed)  
Music & Worship (meets quarterly)  
Finance Committee (meets as needed)  
Cemetery Committee (meets as needed)  
Consistory (meets monthly)

## 11-YEAR REPORT

(add here the 11-Year Report developed with the help of your conference staff, UCC Data Hub, and MissionInsite)

## CONGREGATIONAL DEMOGRAPHICS

### **Describe those who participate in your church.**

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	145	No
Number of active non-members:	15	Yes
Total of church participants (sum of the numbers above):	160	Yes

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

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	80%	Yes
Less than 10, more than 5 years:	10%	Yes
Less than 5 years:	10%	Yes

### **Number of total participants by age:**

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
25	5	3	14	16	29	29	33	29	Yes

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

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	5%	Yes
Joint household with minors:	30%	Yes
Single adults age 35-65:	5%	Yes
Joint household with no minors:	40%	Yes
Single adults over 65:	20%	Yes

**Education level of adult participants by percentage:**

		<i>Is this number an estimate? (check if yes)</i>
High school:	40	Yes
College:	45	Yes
Graduate School:	7	Yes
Specialty Training:	53	Yes
Other (please specify):	0	

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

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	81%	Yes
Adults who are retired:	18%	Yes
Adults who are not fully employed:	1%	Yes

**Describe the range of occupations of working adults in the congregation:** Congregation is comprised of a cross-section of skilled laborers, professionals, farmers, blue collar and white collar.

**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 church was founded by a group of Swiss-German immigrants, and the surrounding area continues to be primarily caucasian of European descent. The community is proud of our heritage, and that continues to influence much of the culture. Although we are not diverse, we are open and accepting of all believers.

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

**Please note the date. Comment after the exercise:**

No formal conversations have been held or planned at this time.

## 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	N/A	
Baptisms <i>(number last year)</i>	14	Pastor
Children's Groups or Classes	Average 27/week	CE Committee, Superintendent, Secretary, & 7 teachers
Christmas Eve and Easter Worship	110-120	Pastor, Music & Worship Committee
Church-wide Meals	150-200	Various committees
Choirs and Music Groups	12	Choir Director & Pianist
Church-based Bible Study	N/A	
Communion <i>(served how often?)</i>	Once a month	Pastor and Consistory
Community Meals	N/A	
Confirmation <i>(number confirmed last year)</i>	7	Pastor, 2 teachers, Christian Education Committee
Drama or Dance Program	N/A	
Funerals <i>(number last year)</i>	8	Pastor
Intergenerational Groups	N/A	
Outdoor Worship	4 times/year	Pastor, Music & Worship Committee
Prayer or Meditation Groups	N/A	
Public Advocacy Work	N/A	
Retreats	3 times/year	Various committees
Theology or Bible Programs in the Community	Vacation Bible School	Pastor, Christian Education Committee
Weddings <i>(number last year)</i>	7	Pastor
Worship (time slot: 9:15 a.m.)	Sunday	Pastor, Music & Worship Committee
Worship (time slot: 7 pm Wed)	Seasonal	Pastor, Music & Worship Committee
Young Adult Groups or Classes	N/A	
Youth Groups or Classes	N/A	
Other		

**Additional comments:**

Special events organized by Intentional Faith Development Committee: 4th of July Music Fest, Ladies & Girls Night

Mission & Stewardship: Family Promise, Green Cares Food Pantry, nursing home programs

**List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers.**

Name	Three- or Four-Way Covenant?	Setting	Ministry Role	Retired?
None				

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

Staff Position	Head of Staff?	Compensation (full/part time, volunteer)	Supervised by	Length of Tenure
Secretary		Part time	Pastor & Consistory	20 years
Treasurer		Part time	Consistory	15 years
Pianist		Part time	Pastor & Consistory	30 years
Choir Director		Part time	Pastor & Consistory	30 years
Sunday School Superintendent		Volunteer	CE Committee	15 years
Sunday School Secretary		Volunteer	CE Committee	15 years
Confirmation Coordinator		Volunteer	CE Committee	3 years
A/V Coordinator		Volunteer	Pastor & Consistory	5 years

**REFLECTION**

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

Our congregation is filled with hard-working, regular folks who roll up their sleeves and give of themselves without credit or compensation. Members do what needs to be done to make sure the church runs smoothly and spread the Word of God to all.

## CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$102,857
Endowment Proceeds	\$42
Endowment Draw	\$0
Fundraising Events	\$6,168
Gifts Designated for a Specific Purpose	\$3,244
Grants	\$0
Rentals of Church Building	\$0
Rentals of Church Parsonage	\$0
Support from Related Organizations	\$2,000
Transfers from Special Accounts	\$0
Other (specify): special requests, window fund, painting fund	\$6,645
Other (specify): interest	\$310
<b>TOTAL</b>	<b>\$121,266</b>

**Current annual expenses (dollars budgeted for most recent fiscal year):** \$127,926 (includes \$10,000 budgeted for treasurer position but not taken by current treasurer)

**Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage?** 53% budgeted for pastoral support (58% without treasurer pay)

**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)*

- ☒ **Y** Our Church's Wider Mission (OCWM – Basic Support)
- ☐ **N** One Great Hour of Sharing
- ☐ **N** Strengthen the Church
- ☐ **N** Neighbors in Need
- ☐ **N** Christmas Fund

**In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage?** *(recommended 10%)* We are working toward 10% of operating budget. We are increasing \$500 every year until we reach our goal. Amount budgeted for 2018 is \$8,500



**What is the church's current indebtedness?**

Total amount of loan debt: \$0

Reason for debt: N/A

Are capital and other payments current? N/A

**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.**

Just finished replacing windows and painting interior, paid in full by donations. Next project planned is re-shingling roof, but no current dates or dollar amount yet determined.

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

Year(s)	Purpose	Goal	Result	Impact
	NONE	\$	\$	
		\$	\$	

**If a capital campaign is underway or anticipated, describe:**

Year(s)	Purpose	Goal	Result	Impact
	NONE	\$	\$	
		\$	\$	

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

N/A

**Does your church have an endowment? Yes - \$10,000**

**What is the market value of the assets?** \$10,872

**Are funds drawn as needed, regularly, or under certain circumstances?** No funds have been withdrawn at this time. Originally intended to use for scholarships but haven't had a need yet.

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

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

**At the current rate of draw, how long might the endowment last?** N/A

## Other Assets

Reserves (savings): \$51,619 in General Fund

Investments (other than endowment): \$348 Building Fund; \$51,535 Parsonage CD; \$16,274 Investment Proceeds CD; \$65,843 UCC Balanced Fund

**Does your church have a parsonage?** No

**Describe all buildings owned by the church:** Church Building, land and cemetery

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

**Which spaces are accessible to wheelchairs?** (*worship space, pulpit, fellowship space, facilities, etc.*) Sanctuary and basement, fellowship hall fully accessible, including restrooms. Pulpit currently not accessible but adaptations would be simple and effective.

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

Our congregation is fiscally conservative and yet generous when need arises. Our most recent capital expenditure was replacing windows and repainting the narthex and sanctuary for an estimated cost of \$9,000. Fundraising campaign began with letters to all members and quickly generated enough funds to complete both projects. We have found that people are willing to contribute financially when need is explained and donations are requested. Finance committee and treasurer are very aware of the trust placed in them and keep all finances transparent, seeking membership approval for all budgetary needs. Members also have a drive and determination to continue to use savings and surplus to further mission work.

## HISTORICAL INFORMATION

**Name 1-3 significant happenings in the history of your church that have shaped the identity of your congregation. Add the most important event in the life of your church in the past 10 years.**

On Saturday, October 16, 1965, lightning struck our church and burnt the building to the ground. Members gathered to grieve the loss of their church and begin the process of rebuilding. The Wisconsin Conference leadership at that time strongly recommended that Washington Reformation members simply merge with Zwingli UCC in Monticello. They felt that two UCC churches within 5 miles of each other was simply not justified. Members disagreed, feeling that the culture of Washington Reformation was different from Zwingli and solid enough to rebuild. The challenge was immense with various opinions within the congregation and community and conference, but the members held fast and rebuilt a slightly larger, more contemporary church, simple and dignified, at the same location. Members contributed financially and with

unimaginable sweat equity. This event was truly indicative of the drive and determination of this congregation in facing challenges, big and small, coming together and overcoming adversity, supporting each other even when we don't always agree.

Although the fire and rebuilding of the church is arguably the most significant event in the history of Washington Reformation, many feel that the decision to hire a female pastor 18 years ago is just as significant. A typically conservative rural congregation, the decision to call a woman as our pastor was fraught with challenges and differences of opinion. Few could argue that Pastor Mary was clearly called by the Spirit to lead our congregation, and the offer was extended and accepted. Now, after 18 years of dedicated and faithful service, Pastor Mary has retired, leaving our congregation in a better place than when she started: more members, more mission-oriented, more welcoming, and more supportive of each other, and more respectful of the many opinions within our community.

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

When Green County Human Services reached out to the Monticello community to consider creating a food pantry that would be more centrally located and accessible county-wide, our church stepped up and took a major leadership role in creating Green Cares Food Pantry. Our members continue to be leaders in this mission, devoting countless hours and financial support to this organization, individually and as a church. When the county began discussing options to help with the growing problem of homeless and near-homeless residents, our congregation again stepped up to join with other churches of all denominations throughout the county to start Green County Family Promise. This amazing organization provides housing for clients in each of the churches on a rotating week-by-week basis. We were one of the first churches to join this effort, contributing a significant amount from our savings to get the program started, and continuing to host families every few months. There was great discussion within the membership over supporting this program, and it was certainly not a unanimous vote. In true Washington Reformation style, though, all members have stepped up to support this program, no matter how they initially voted.

**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.**

Our congregation is very respectful of the variety of thoughts and opinions among our members. Meetings are congenial and open, allowing every voice to be heard and acknowledged. We believe in strong communication through monthly newsletters, email and mail when necessary, and a common belief in consensus and supporting churchwide decisions, even when we may not individually agree. Our support of Family Promise was an excellent example of members respectfully disagreeing and voicing their opinions, yet coming together to work toward a common goal, supporting the decision.

**Ministerial History** *(include all previous ministerial staff for the past 30 years)*

Staff member's name	Years of service	UCC Standing (Y/N)
Pastor Mary Gafner	1999-2017	Y
Rev. R. C. Hagen	1994-1998	Y
Rev. David Voll	1992-1994	Y
Rev. Dan Herman	1985-1990	Y

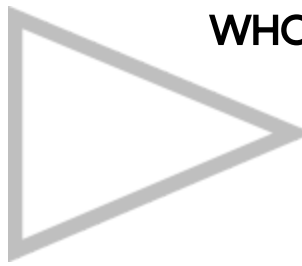
**Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership:**

Our congregation responds well to leaders who are close and connected to the members and community. Ministers who are active within the community, not just within our church walls, are well-received by all and encourage members to be more involved in spreading the Word. We appreciate faithful, Spirit-led guidance and strong Biblical knowledge, but we recognize that relationship is the best indicator of successful leadership.

**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



## WHO IS OUR NEIGHBOR?

"You shall love your neighbor as yourself." (Matthew 22:39 NRSV)

COMMUNITY VISION

MISSION InSite

### COMMUNITY VISION

#### **How do the relationships and activities of your congregation extend outward in service and advocacy?**

Our church regularly and faithfully participates in Green Cares Food Pantry and Green County Family Promise. We assist with other county food pantries, nursing home programs, Habitat for Humanity, Green Haven and UCC camps. Members within our congregation have been active and involved with Back Bay Mission, Spirit Society, mission trips to Chiapas, Mexico, and West Virginia, and various camp renewal projects.

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

We encourage participation in various association and conference events and send delegates to both association and conference annual meetings every year. We have participated in various events bringing several local UCC congregations together for fellowship and education, and our congregation is supportive of individuals seeking greater connection with the conference. The church has provided scholarships for members to attend camp and Lay Academy.

#### **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](http://ucc.org).) Check any statements below that apply to your UCC faith community.**

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

We have not formally participated in any programs to achieve UCC designation.

**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?**

Consistory and committee members have discussed these statements but have not formalized any plans to pursue them at this time. We strive to be a welcoming congregation that is open to all and hope to find a pastor that may help us formalize this mission.

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

Washington Reformation and Zwingli UCC partner each year to offer an ecumenical service in the Montesian Gardens during Monticello's annual Homecoming celebration. The service is structured to include community members of all faiths and held in a neutral location so as to welcome anyone who wishes to worship.

**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. N/A**

**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?**

Community outreach is an important part of who we are. We recognize this as a priority and therefore try to be as flexible as possible in our demands on our pastor's time. Our members have a strong volunteer work ethic and support the pastor with their time and talent to share the burden. Our hope is that the pastor will find a comfortable balance between in-house needs and community expectations, leaving time for the pastor to focus on pastoral care and leadership.

## MISSION InSite

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

Our area is a low population, rural community with poverty level slightly less than the state average. It is important to our congregation to acknowledge the economic diversity in this area and work toward economic justice through our participation in food pantries and Family Promise.

**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 congregation's demographics are quite consistent with the demographics of the immediate area (Monticello) and all of Green County.

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

The poverty level and struggles of the underserved population of Green County greatly inform the mission work that we perform locally, particularly through Green Cares and Family Promise. We hope to continue to work in the community to extend the open, extravagant welcome of God's love to all. Our congregation truly lives the mantra "Spread the Gospel to everyone, and when necessary, use words."

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

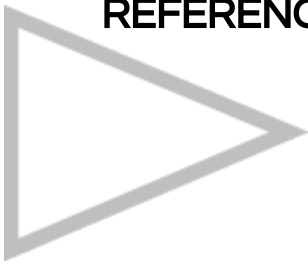
Community leaders express favorable impressions of our church, recognizing that members of this congregation are always willing to lend a hand and work to make this world a better place.

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

Many new people visit because of the nearness of the church or because of the beauty of the building and the surrounding setting or because someone they know invited them. They stay because of the warm welcome they receive and the comfortable size of the congregation, the family atmosphere, and the generosity of the members. Our congregation is real and honest with no pretense. New members often say that they feel like Washington Church is home.



## REFERENCES



### REFERENCE 1

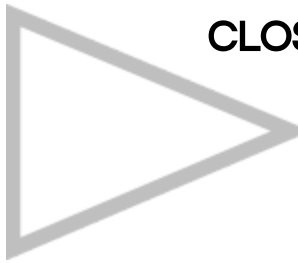
Rick Gleason, Executive Director, Family Promise of Green County  
(608) 328-2800 / [www.familypromisegreencounty.org](http://www.familypromisegreencounty.org)

### REFERENCE 2

Denise Pinnow, Music Director, Zwingli UCC, Monticello  
(608) 938-4924

### REFERENCE 3

Lynn Lokken, friend of congregation, former member  
(608) 325-7538 / [lokken@wekz.net](mailto:lokken@wekz.net)



## CLOSING THOUGHTS

CLOSING PRAYER

STATEMENT OF CONSENT

CONFERENCE/ASSOCIATION VALIDATION

### CLOSING PRAYER

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

The sign above the door to sanctuary sums up our congregation quite well:

Live in such a way that those who know you but don't know God will come to know God because they know you.

## 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, treasurer, consistory*
2. Additional comments for interpreting the profile:

Signed: *Scott Horn 6/6/18*

Name / Title / Date:

*Scott Horn*

*Search Committee chairperson*

## 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:

A handwritten signature in cursive script that reads "Rev. Joanne Thomson".

Name / Title: Rev. Joanne Thomson/Associate Conference Minister

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

Phone: 608-846-7880

Date: June 11, 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**

## REFERENCES

Rick Gleason  
Executive Director  
Family Promise of Green County  
608-328-2600  
[familypromisegreencounty.org](http://familypromisegreencounty.org)

[director@familypromisegreencounty.org](mailto:director@familypromisegreencounty.org)

- My relationship to this Congregation is through the Family Promise Homelessness Outreach Program.
- I have not been involved in day to day operations of this church however; as Family Promise director I have had ongoing and regular contact with this congregation. This is a family of caring, compassionate and giving people and this congregation was instrumental in helping get Family Promise off the ground. They were all in from the start with volunteers, generous financial support and a serving spirit. This family has always been willing to step up to any request on short notice in order to serve people in need.
- I am not in a position to speak on areas where improvement can be made within this church; again because I am not involved in that way.
- One situation that I actually use in my public presentations is in reference to doing what we know is right. Our program is designed to house a maximum of 14 people at one time however there was a time that we were at 11 participants in the program and I had a family of 7 come to me for help. This was a single mom with 6 children. This church was serving as our host site that week and I needed to see if they were willing to go beyond the limit of 14 so I called to discuss the situation. The Host Site Coordinator did not hesitate to answer; she said we all know that 14 is the limit but we also know what the right answer is so yes we will find a way to make it work! That week we went to 17 people.
- This church family displays a strong stewardship in serving people in need. They continue to be strong in community outreach programs from sheltering homeless families to supporting a local food pantry and being a strong presence in their community!

### Rev. Laurence Balleine - Washington Reformation Church Reference Information

Describe some areas of strength in the church's ministry: Good  
group of very committed lay leaders  
Active membership is multi-generational  
Church has good involvement in the community Church is  
active in association and conference affairs Steady pastoral  
leadership for several years  
A well-maintained facility

Describe some areas of improvement with the church's ministry: (Nothing  
I can think of)

A significant event shared with the church's ministry:

As a neighboring pastor for eighteen years the most significant experiences were our co-sponsored events and programs (Ash Wednesday, Thanksgiving, community festival, and baccalaureate worship services, and a county-wide ministry designed to house and assist the homeless.

Anything else:

Although not all of Washington Reformation's members live "in the country," Washington Reformation is a "gem" for anyone desiring an experience in rural ministry. It's location and background are significantly rural.

Denise Pinnow  
537 N Monroe St.  
Monticello, WI 53570

May 15, 2018

To Whom It May Concern,

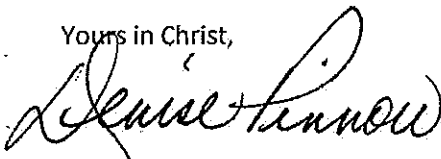
Washington Reformation UCC Church has been a very significant influence to the residents of Green County and Monticello. I have been blessed by their guidance and support throughout my relationship with them. I have worked closely with this congregation with the music program and worship opportunities for over 30 years.

Their congregation is active, enthusiastic and willing to go the extra mile for worship within the church and also throughout the church's wider mission. They are involved with the local food pantry, minister to the homeless, participate in Habitat for Humanity, and work throughout the area for various mission opportunities. They support their consistory and have an open relationship with each other. They are willing to worship in non-conventional ways and will step up to plate when asked to volunteer. When you think of a healthy church family, Washington Reformation is a wonderful example.

This congregation has had dynamic leadership for a number of years that has given them consistency and a willingness to keep this church vital and alive.

Thank you for the opportunity of sharing my experiences of Washington Reformation UCC Church and God Bless.

Yours in Christ,

A handwritten signature in black ink that reads "Denise Pinnow". The signature is fluid and cursive, with the first name "Denise" being more prominent and the last name "Pinnow" following in a similar style.

Denise Pinnow

From Lynn Lokken

.....Describe some areas of strength in this church's ministry

*One of the strengths of this ministry is that they are like a big family and they reach out to folks in need. I know many are involved with the Green Cares Pantry and Family Promise to name a couple of outreaches. I also, love that they have mentors for their confirmation classes and that they really do work with them and I know several of the mentorships continue into adulthood, continuing to guide and love each other. When I go and visit the church I grew up in, I still feel a part of the family and feel welcome. They care, they love, they pray for and with each other. It's amazing to me how a little country church has sustained itself through the years. Maybe, I still dream that we live in Mayberry, and I feel that Washington Church is a very good example.*

.....Describe some areas for improvement in this church's ministry - *As I only visit Washington a very few times during the year, I'm not familiar with improvement needs. All churches can use change and improvement. I believe as long as the pastor and members believe and preach God's gospel, a church will improve and survive.*

.....Describe a significant experience you have had of this church's ministry: *My experience that was the most significant to me was when the church burnt and was raised again from the ashes. All family members from very small to old, cried as we saw Our church dissolve into ashes and then we gave praise when we saw the new building rise again and continue to grow. We all picked up boards and nails, and we all joined forces to rebuild, I remember laying sod for the new grass. The members were there for each other then and I would hope that would be the case today, if something terrible would happen to the church again. I believe the members were strong in their faith at that cross roads and would continue to be strong in their faith today. When losing a pastor a church can certainly flounder, and I am not seeing that, as this congregation goes forth and seeks a new pastor to nurture and continue the growth of the members.*

Lynn Lokken  
N3384 Mon-Syl Rd  
Monroe, WI 53566

Home (608) 325-7538  
Cell (608) 558-3476

[lokken@wekz.net](mailto:lokken@wekz.net)