

LOCAL CHURCH PROFILE



McFarland United Church of Christ
McFarland, WI

Pastor

Wisconsin Conference UCC

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LOCAL CHURCH PROFILE CONTENTS

Position Posting

Who Is God Calling Us To Become?

Who Are We Now?

Who Is Our Neighbor?

References

Consent and Validation

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

INSTRUCTIONS

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

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

The interim season is not the only time to give attention to questions and exploration of a congregation's vocation, however. Three sections of the Local Church Profile – WHO ARE WE NOW, WHO IS OUR NEIGHBOR, and WHO IS GOD CALLING US TO BECOME – are meant to be updated every 3-5 years. Known as the “Discovery Document,” these three sections can be completed by a visioning group, a governing body, a transition team, or other entity in the church – not just by a search committee – in order to draw forward the gifts and imaginative possibilities of a congregation. The more participants, the better!

Some questions are easy to answer. Some are not so easy. Prompts are provided to stimulate narrative response if needed; these *italicized* prompts are merely examples from which to choose or to inspire your own. Efforts to answer the questions will prompt conversations and explorations and storytellings and many prayers, and as the Spirit moves throughout the process, congregations will shape a collective articulation of Christ's leading (WHO IS GOD CALLING US TO BECOME). This last question to be answered becomes the first section to be read by searching ministers in the Local Church Profile, and it is boldest and most actionable piece for faithful leadership into the future.

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

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

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

POSITION POSTING

LISTING INFORMATION

SCOPE OF WORK

COMPENSATION & SUPPORT

WHO IS GOD CALLING TO MINISTER WITH US?

LISTING INFORMATION

Church name: McFarland UCC

Street address: 5710 Anthony Street, McFarland WI 53558

<http://www.mcfarlanducc.org>

Conference Association:

UCC Conference or Association Staff Contact Person

Name: Rev. Joanne Thomson

Title: Associate Conference Minister

Phone: 608-630-2992

Email: JThomson@wcucc.org

Summary Ministry Description:

We are seeking a pastor who is effective as a preacher, speaker and teacher. Someone who will help us, young and old, to develop our spiritual lives and who will encourage us to relate our faith to our daily lives. Someone who will conduct weekly worship services which encourage members to be aware of Jesus' teachings (and other biblical messages) and how these teachings relate to their own lives. We, the McFarland UCC, plan to continue to be seen as an open and affirming church where all are welcome (all generations, all points of view, all races and ethnic backgrounds, all sexual orientations & gender identities). We will inspire with our words, our ideas, our love of music and of visual arts. We will continue to be actively involved in the support of our community and other outreach missions (support of the food pantry, the community gardens, Shared Table, the AIDS Network, OCWM, etc.). We will

continue to be open to new ways of being the church. And we will expand our Christian programming for youth and adults.

Photographs:



This is the playful pose of the search committee. We are sitting with instruments at the children's table, which is located in our sanctuary.



This is us in the front of the sanctuary. The stained glass cross in our sanctuary is noted by many in the community as meaningful and grounding.

What we value about living in our area:

We value living in our community because of the involvement that the residents take in the well-being and future of McFarland. We also value the quality of our schools and the local support of those schools, as well as the many benefits associated with our proximity to a world-class educational institution (the University of Wisconsin – Madison). Furthermore, this area offers:

- The Madison area has been cited for many years as one of the top 100 places to live in the U.S.
- Having access to the state capital and state government provides opportunity for active participation and presence with social justice issues.
- There are multiple opportunities to enjoy our amazing natural resources, including all our lakes, rivers, and nearby state parks. There are over 200 miles of hiking and biking paths available.
- The high quality of life in Dane County is supported by outstanding healthcare resources; arts and cultural opportunities including theater, art museums, and a performing arts center; and large employers of professional industries including IT (e.g., Epic), insurance (e.g., American Family), and healthcare (e.g., UW)
- Madison has gained a reputation for being a “foodie” city, is known for the Dane County Farmers’ Market, and being a music destination (being located between Chicago and Minneapolis contributes to this).

Current size of membership: 118 active members

Languages used in ministry (*other than English*): None

Position Title: 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?

Yes

SCOPE OF WORK

Scope of work for full time Pastoral Position

(40-50 hours weekly / 10-12 units)

- preparation and leadership of Sunday worship including scripture study, crafting of liturgy and bulletin, preparation of presentation, sermon preparation, guiding and inviting members to participate in worship leadership, planning of music in coordination with musical staff or volunteers, preaching, offering of prayers.
- **faith formation and vitality** through prayer, Bible study, service, identifying helpful resources and opportunities, and helping church members and friends develop faith
- **leadership development** by working with people in the church to create ministry and programs for all ages
- pastoral care in collaboration with lay people
- community engagement and leading the way for the church to be an ambassador of God's love
- weddings, baptisms and funerals as requested
- **strategic planning for current and new directions in ministry**
- attend meetings and give leadership as needed to church programs, in collaboration with lay leadership
- participate in wider church activities such as conference and association meetings
- administration responsibilities (shared with support of administrative staff member and leadership team) such as email, website, church supply purchasing, social media and emailed weekly newsletter
- **faithful financial development** and stewardship
- responsibility for supervision of staff
- availability to wider community for funerals, weddings, special worship programs, and as a representative of the church to local organizations
- counseling, listening and referral
- study and prayer to increase faith and to improve skills so as to lead, teach, preach better
- energizing and deepening the spiritual connections and faith understandings of others in all they do

Core Competencies:

We seek a pastor who is compassionate, able to work with others to generate new ideas, and has a level of energy that meets the challenge of relating to all members.

COMPENSATION AND SUPPORT

Salary Basis (as per WUCC guidelines and our budget):

Salary: \$33,000 to \$41,500, based on experience.

Housing: We will attempt to meet guidelines

Benefits:

Salary plus Benefits (Pension, Life and Disability Insurance, Health and Dental, Travel)

What is the expected living situation for your next minister

Likely living nearby with a housing allowance.

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

Expected to have a fairly short commute.

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

Anything available through the Southwest Association and Wisconsin Conference.

WHO IS GOD CALLING TO MINISTER WITH US?

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

We hope that the new pastor will recognize the wealth of talent and leadership that we have within the congregation, and will be willing to share leadership with the members. That the new pastor empower willing members to use their talents and skills to make contributions to the congregation in areas such as music, communication, worship, involvement with community service undertakings, church finances, property maintenance/management/planning, and Christian education.

We also hope our new Pastor can encourage us to continue to examine and evaluate our own patterns of giving and consider a more faith-based approach to managing our personal financial resources.

Further, we recognize that Christian education and youth development are areas of potential future growth in our ministry. We feel that a stronger Christian education program and a richer youth program would improve our ability to attract families with children and adults who seek opportunities to continue their faith development and learn the teachings of the Bible. We hope that our next minister will provide leadership and guidance on this issue (for both youth and adults), as well as being a primary source of ongoing Christian education.

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

We are open and affirming: wherever you are on life's journey, you are welcome here! We would like that our pastor go out in to the community to continue to make our church known to the people of McFarland. We would like them to advocate for and support the programs and activities of our church and help in developing new ideas (some of which may come from our members). We would like the pastor to become known throughout the community with all of this in mind - at the McFarland Cafe, in the schools, by joining service organizations, Family Festival, etc. We would also like to develop more ties between the

congregation and the wider church. In addition to our role in the community of McFarland, understanding the impacts that giving to the wider church has on the world is also of importance to our continued growth and well-being.

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

The McFarland UCC has made enormous strides in becoming an open and affirming church during the past two decades, and we look to our new pastor to play an active role in encouraging church members to welcome individuals of all generations, all points of view, all races and ethnic backgrounds, all sexual orientations and gender identities, to make it clear to all that this is a place where they can flourish. English is the primary language spoken in our church community, and we do not have a requirement for a new pastor to be fluent in any other languages. Some members of the congregation are also fluent in Spanish or French, but we currently have no members who need to have anything translated for them.

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.

We surveyed the church during the month of March 2018. Through a ranking as well as several open ended questions, the theme that comes through is "community".

The top five rankings include:

- Helps people develop their spiritual life
- Is effective in working with children and youth
- Relates faith to daily life
- Is compassionate and caring
- Is a person of faith.

The Marks of Faithful and Effective Authorized Ministry has eight clear areas, though several could be combined, and being a free-spirited church we notice sometimes there are traits within each mark that could be categorized in more than one mark.

The four areas we want the most in our next pastor include:

EXHIBITING A SPIRITUAL FOUNDATION AND ONGOING SPIRITUAL PRACTICE
and we would add to the description: engaging in mission and outreach which is part of the mark **WORKING TOGETHER FOR JUSTICE AND MERCY**

BUILDING TRANSFORMATIONAL LEADERSHIP SKILLS

ENGAGING SACRED STORIES AND TRADITIONS
and we would add integrating theological reflection in teaching, preaching and ecclesial and community leadership

CARING FOR ALL CREATION
and we would add understanding and ministering to stages of human development across the lifespan

In providing a summary in this part of our profile, we are not a church that fits neatly into a box, as we strive to reach as many people as we can in a community that is growing in numbers and, in some cases, dependent on our presence within it.

WHO IS GOD CALLING US TO BECOME?

Who is God calling you to become as a congregation?

We are a church with heart, called to share God's love not only with fellow members but also with our greater community. Sometimes referred to as “the little church that can”, our members are generous beyond words; giving with open hearts and donations. God is calling us to continue envisioning passionate worship, radical hospitality, intentional faith development, risk taking mission and service, and extravagant

generosity, in everything that we do. As such, we recognize that we need to address the needs of young and old, traditional and non-traditional, active attendees and those who have yet to meet us, as well as those who come to us seeking help.

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

We have many families with school-aged children and youth moving into our community. We continue to look for ways to reach out to them and make sure McFarland UCC is a welcoming place. We send church members to the annual Family Festival in town to share about our church while engaging in a fun activity with families. We also offer what we call Messy Church. This is a monthly cross-generational event for learning important faith stories. Held from 4:30pm-6:30pm one Sunday a month for 8 Sundays during the school year, it includes learning through arts & crafts, group prayer, song and informal worship and includes a simple dinner. We also no longer separate our younger members from service for Sunday School but keep them incorporated in worship. We believe that long before children understand fully what is sung and said in worship they are absorbing tremendous amounts just by being present. The words, music and message become familiar. These experiences have shown that the children remember remarkable things and it gives parents opportunities to learn and teach with their children the great truths of our faith. These experiences bring us all closer by fostering a lifelong growth in the knowledge of God.

We have experimented with cross-generational faith foundation and confirmation classes. We also have been using Faith Milestones to celebrate not only traditional milestones like baptism, communion and Bible presentations, but also life transitions such as learning to drive, graduations, moving into a new home, anniversaries, and becoming a grandparent.

We encourage combined community and congregation church work through ministry teams and have found ourselves to be a very caring and creative congregation. Examples of this include Care Packages for Soldiers, Community Garden, McFarland Date Night Food Pantry Fundraiser, Backpack Buddies, Backpack Blessings, Book Study, Shared Table Community Meal, Sundaes on Thursdays and Congregational Care Team.

We have also recently completed a capital campaign for upkeep and remodel of our Church. The generosity and support of our members was astounding. The result of this includes making our sanctuary space more accessible and

welcoming. The technology involved with screen-based worship and listening aids have been integrated into the sanctuary. The fellowship area was enlarged to make it more useful for church and community activities. The bathrooms were made more accessible (including gender neutral) and the kitchen more amenable to greater use. This successful building campaign also allowed us to contribute financially to the UCC's wider mission.

WHO ARE WE NOW?

CONGREGATIONAL REFLECTIONS
11-YEAR REPORT
CONGREGATIONAL DEMOGRAPHICS
PARTICIPATION AND STAFFING
CHURCH FINANCES
HISTORICAL INFORMATION

CONGREGATIONAL REFLECTIONS

Describe your congregation's life of faith.

To answer this, we will use the statements that we have drafted to define ourselves as a church:

McFarland UCC is a church with heart. We are messy. All are welcome here. We play and pray together in old ways and new ones. We love to make music, and we believe in its power to inspire. We believe that everyone is precious, unique and loved by God. We believe that everyone deserves second chances and that we are all in this together. We believe that we have an important role to play in our community. We believe, with all our hearts, souls, minds and strength that at the end of the day, love wins.

Describe several strengths or positive qualities of your congregation.

McFarland UCC prides itself on being a church with heart and that is felt immediately as you enter the doors. Our congregation is warm and welcoming to all and has a positive, faith filled attitude towards helping those in need. We are involved and strongly bonded to the community and value all who share their time and talents in whatever way they see fit. We are very open to new ideas and members don't hesitate to act when anything is needed. The people at McFarland UCC are dedicated, caring, generous in all ways and respectful in developing a sense of belonging. We are spontaneous, adventurous and musically diverse and talented. As part of the congregation of McFarland UCC, we strive to have every person leave feeling blessed to be a blessing.

Describe what worship is like when your congregation gathers.

Each Sunday we gather in the Sanctuary for weekly worship. Most greet each other with hugs and smiles...lots of hugs and smiles. There is a strong caring and welcome atmosphere to every Sunday; for those we've known for years and those who are new to us. Each service is moving in some way; through music, scripture readings, the message, children's time and offering. Sunday worship is screen-based with song and hymn lyrics, prayers, sermon illustrations, and announcements, and is presented via computer, projector, and screen. The message that is presented in worship usually involves tying scripture to our lives today. On the first Sunday of each month, the Sacrament of Communion is served. Once a month, people with birthdays for that month are recognized and blessed (and there is cake afterwards!). If we have a Baptism it is also done during the weekly service as is Confirmation Sunday. We also commission the Service and Leadership Team (SaLT) and other formed groups (e.g. Search and Call committee) during worship. Overall, we have experienced creative worship experiences in the round, screen-based, art based, video and musical based, conversation based, around tables, and with food. Our congregation is open to a variety of worship styles and forms.

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

"Messy Church" is our monthly event (September through April) for learning faith stories, focusing on an audience of children and adults. It begins with biblical storytelling, continues with hands-on learning through arts & crafts, shares a dinner, and wraps up with a brief informal worship recapping the story of the day, group prayer, and song. During 2016 and 2017, our previous pastor organized weekly evening intergenerational discussions that lasted 4-6 weeks and was intentional in helping members develop their faith.

Also a part of Sunday worship, there is a time for all ages during which the Pastor invites the children to talk and engage on the topic for the day in order to connect them. Adults are known to enjoy this part of service a lot as well.

Our interim pastor has initiated weekly Bible study sessions after the Sunday morning worship sessions, which have been a welcome Bible educational opportunity for our adults. He has also initiated discussions of films and the messages that those films contain for Christian audiences. We've also had an intergenerational confirmation program that the interim pastor intends to continue.

There is a youth group that involves two adult leaders and a handful of youth, which organizes and seeks out some youth activities during the course of the year.

All of these opportunities for faith formation are well attended and appreciated. Some adults in the church have taken a very active role in forming their own faith and making significant contributions to the church community, by leading or participating in choral and other musical activities in the church, by attending the lay academy and helping with worship services, and by taking on leadership roles in the management of the church finances, facility planning, facility maintenance, church communications, and other aspects of church life.

In a recent survey, church members were asked to evaluate the church in terms of how well it deals with a number of issues, assigning a score of 1 (very true) to 5 (not true). In all areas, the average score from the 41 respondents was above the midpoint (3). However, the weakest average scores were given to how effective and innovative the program of education is (2.634), how invested the church is in dealing with youth needs (2.244), and how knowledgeable the church community is of the Bible (2.268). Looking to the future, we hope to work with our new pastor to evaluate our current adult Christian education and youth development programs, look for ways to improve the opportunities for our young members to learn about and grow in their faith and understand how they can take on participation and leadership roles within the church. Perhaps reinstate classes or informational sessions to prepare children for communion and/or offer Sunday school. We may also want to find ways to engage the middle school and high school students in the Messy Church Bible discussions or other Christian educational programs aimed at them. We see this as a guide to our growth. An opportunity to introduce newly innovated educational programs (or to modify those that we have).

Describe how your congregation is organized for ministry and mission.

Our leadership team is comprised of the Pastor and 7 elected members of the Church. The elected members include a Moderator, Vice Moderator, Treasurer, Clerk and three additional members. This team meets regularly to discuss all matters related to the Church and reach decisions on those matters. Decision making is done by consensus and if we get the point where we are struggling we ask the question, "can you live with this decision" and if someone says they cannot, we'd discuss more. Decisions made and topics discussed are communicated to the congregation by a team member as part of the service

announcements the following Sunday and put in the weekly newsletter for two weeks. The leadership team makes every effort to be transparent on all matters and get input from members on decisions/topics where appropriate. We encourage combined community and congregation church work through ministry teams. Anyone with an idea for a ministry that fits our church's mission, values, and direction is encouraged to present the idea to the leadership team and then manage a team of at least three people who will lead and coordinate the activity. Triads are encouraged to include a blend of people - old-timers and newcomers, different generations and a variety of skill sets.

- **When it comes to decision-making, how many hours are spent in meetings per month?** We are a leadership team with members in new roles that spends ~4 hours/month in meetings.
- **Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?** As a team, we defined this as an issue. To date, decisions that have needed immediate attention have been addressed by phone, email or meeting between the Pastor, Moderator, Vice Moderator and Treasurer.
- **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.

11-YEAR REPORT

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



Church#: 861625

Assoc: 838

Schedule: 0

United Church of Christ

Mc Farland

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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	151	65	50	8	7	8	0	0	21
2007	150	64	37	5	6	1	3	9	-1
2008	141	57	27	0	0	0	0	9	-9
2009	152	57	30	8	0	3	0	0	11
2010	155	58	30	0	0	6	2	1	3
2011	152	62	18	0	0	6	0	2	4
2012	136	64	23	10	0	7	4	36	-29
2013	145	68	59	0	0	9	0	0	9
2014	147	82	113	6	0	5	2	7	2
2015	156	79	141	0	1	10	2	0	9
2016	143	63	95	0	3	2	5	11	-11

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	SPECIAL SUPPORT	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPPLY CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2006	\$99,283	\$7,875	\$6,600	\$609	\$7,109	\$7,971	\$15,080	6.55	\$122,238	\$108,198
2007	\$100,859	\$10,902	\$6,600	\$2,146	\$8,646	\$10,417	\$19,063	6.44	\$130,824	\$112,325
2008	\$104,500	\$0	\$6,600	\$2,767	\$9,267	\$4,186	\$13,453	6.22	\$117,953	\$101,348
2009	\$99,224	\$0	\$6,600	\$3,290	\$9,790	\$4,521	\$14,281	6.55	\$113,505	\$102,877
2010	\$97,658	\$0	\$6,600	\$7,904	\$14,404	\$3,813	\$18,217	6.66	\$115,875	\$103,324
2011	\$128,414	\$0	\$7,600	\$4,566	\$12,066	\$4,417	\$16,483	5.84	\$144,897	\$102,688
2012	\$125,888	\$0	\$9,199	\$5,647	\$14,846	\$9,180	\$24,026	7.32	\$149,714	\$115,190
2013	\$136,973	\$0	\$10,108	\$5,736	\$15,844	\$3,746	\$19,590	7.38	\$156,563	\$121,180
2014	\$148,273	\$0	\$12,039	\$2,638	\$14,977	\$11,020	\$25,997	8.32	\$174,270	\$141,648
2015	\$163,234	\$0	\$15,006	\$4,087	\$19,593	\$10,333	\$29,926	9.50	\$193,160	\$164,553
2016	\$163,824	\$0	\$16,354	\$2,892	\$19,246	\$10,181	\$29,427	9.98	\$193,251	\$164,603

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2011-2016	-10.05	1.61	427.78	-16.87	700.00	27.57	59.51	33.37
2006-2016	-5.30	-3.08	90.00	-76.19	0.00	65.01	170.73	56.09

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.

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

	<i>Is this number an estimate? (check if yes)</i>
Number of active members: 118	✓
Number of active non-members: 14	✓
Total of church participants (sum of the numbers above): 132	✓

Percentage of total participants who have been in the church:

	<i>Is this percentage an estimate? (check if yes)</i>
More than 10 years: 50%	✓
Less than 10, more than 5 years: 22%	✓
Less than 5 years: 28%	✓

Number of total participants by age:

0-11	12-17	18-24	25-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
25*	21	8	27	32	11	13	12	✓

**includes kids who only come to Messy Church*

Percentage of adults in various household types:

These numbers are based off of our approx. 76 households

	<i>Is this percentage an estimate? (check if yes)</i>
Single adults under 35: 10%	✓
Joint household with minors: 20%	✓
Single adults age 35-65: 20%	✓
Joint household with no minors: 35%	✓
Single adults over 65: 15%	✓

Education level of adult participants by percentage:

	<i>Is this percentage an estimate? (check if yes)</i>
High school: 15%	✓
College: 65%	✓
Graduate School: 5%	✓
Specialty Training: 10%	✓
Other (please specify): 5% (unknown)	✓

Percentage of adults in various employment types:

	<i>Is this number an estimate? (check if yes)</i>
Adults who are employed: 78%	✓
Adults who are retired: 21%	✓
Adults who are not fully employed: 2%	✓

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

The working adults at MUCC are primarily career professionals (medical, IT, office administration, business ownership, culinary arts, etc).

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?

The McFarland UCC congregation is mainly caucasian with Hispanic, Asian, African American members making up about 5% of the total active membership. Although predominantly caucasian, MUCC is open and welcoming to all races and ethnicities, and members listen openly and with interest to people’s diverse backgrounds when these are shared.

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	10	Pastor
Baptisms <i>(number last year)</i>	4	Pastor
Children's Groups or Classes	24	Pastor, Messy Church Team, Servant & Leadership Team (SaLT)
Christmas Eve and Easter Worship	101	Pastor, MUCC musicians (brass, pianist, organist, vocal ensembles), Choir Director
Church-wide Meals	75	SaLT, Hospitality Team, Kitchen Group, Pastor
Choirs and Music Groups	25	Choir Director, Pastor
Church-based Bible Study	12	Pastor, Youth Leaders
Communion <i>(served how often?)</i>	Once a Month (+Easter & Christmas Eve)	Pastor, Bread Baker, "day of" volunteers
Community Meals	75	Hospitality Team, Kitchen Group, Pastor, SaLT
Confirmation <i>(number confirmed last year)</i>	8	Pastor, Office Admin
Drama or Dance Program	400 approx. per year	Church Volunteers, Office Admin
Funerals <i>(number last year)</i>	2	Pastor, Office Admin, Hospitality Team
Intergenerational Groups	20	Pastor, Messy Church Team
Outdoor Worship	20	Pastor, Messy Church Team
Prayer or Meditation	-	-

Groups		
Public Advocacy Work	-	-
Retreats	5	Pastor, Youth Leaders
Theology or Bible Programs in the Community	-	-
Weddings (<i>number last year</i>)	2	Pastor, Office Admin
Worship (10 AM)	57	Pastor, Choir Director, Pianist, Office Admin
Worship (time slot: _____)	-	-
Young Adult Groups or Classes	-	-
Youth Groups or Classes	8	Pastor, Youth Leaders
Other: Sundaes on Thursdays	150 served per event	Sundaes on Thurs Team, Church Volunteers
Other: Valentine Date Night Fundraiser	reaching more than 800 community members	Congregation and community volunteers

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

Name	Three-Way or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
None	-	-	-	-

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
Office Admin	No	Part Time	Pastor	Feb 2015 - present
Nursery Staff	No	Part Time	Pastor or Moderator and Vice Moderator	Mar 2017 - present
Custodian	No	Part Time	Pastor or Moderator and Vice Moderator	Oct 2015 - present

REFLECTION

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

We are a cross-generational ministry that is welcoming to all, situated in an area that is primarily caucasian and formally educated. We are blessed to have leadership, administrative and volunteer support in all aspects of church life. We encourage engagement, participation and spiritual development through traditional and non-traditional worship activities and community outreach.

CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	General Fund - \$132,970 Capital Campaign (for remodeling project) - \$182,000
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$3935
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	N/A
Fundraising Events	Proceeds distributed to: McFarland Food Pantry - \$6430 Community Organizations - \$3175
Gifts Designated for a Specific Purpose	Women's March in DC - \$872 Puerto Rico Hurricane - \$1668 Ordination Support - \$826
Grants	UCC WI Conf/SW Assoc - \$500
Rentals of Church Building	\$500
Rentals of Church Parsonage	N/A
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$1545
Transfers from Special Accounts	\$32,270
Other (specify):	N/A
Other (specify):	N/A
TOTAL	\$366,691

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

\$165,240 - 2017 expenses.

See attached budget for 2018; approved by congregation at annual meeting
February 2018

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 51%

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

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year? Yes.

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

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? 10%

What is the church's current indebtedness?

Total amount of loan debt: \$60,998

Reason for debt: Property mortgage

Are capital and other payments current? Debt reduction is a line item in 2018 budget

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.

No building project currently underway.

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

Year(s)	Purpose	Goal	Result	Impact
2016-2017	Remodel church building; update church exterior	\$175,000	\$182,000	<p>Updated and reconfigured interior space (November 2017 to February 2018), including</p> <ul style="list-style-type: none"> expanded fellowship space remodeled and expanded kitchen, including new appliances and cabinets replaced gender-specific bathrooms with handicap-accessible, family-friendly single bathrooms updated flooring, lighting, and wall colors throughout building expanded church office reconfigured storage spaces updated presentation technology with computer, screens, projectors and built-in hearing impairment aid in sanctuary <p>Exterior component of remodeling project not yet started, but will include</p> <ul style="list-style-type: none"> landscape improvements and parking lot expansion/resurfacing <p>Impact – church is more welcoming and open, traffic flow for events is improved, increased opportunity for church rental</p> <p>Capital campaign began in 2016; one member of congregation put forth a campaign challenge in June 2017 (if \$75,000 raised by Sept 2017, then MUCC to receive \$100,000 from this church member) – challenge was met and surpassed.</p>

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

- 10% of MUCC Capital Campaign was contributed to WI UCC Camps (CAMPital Campaign-\$18,160).
- Remodeling the interior of the church enhanced use of the building by the community by making the space more open and welcoming; improving the traffic flow for events; increasing the opportunities for church rental, especially with expanded kitchen; and replacing gender-specific bathrooms with gender-neutral, family bathrooms.

Does your church have an endowment? Yes.

What is the market value of the assets? \$35,000

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

What is the percentage rate of draw (last year, compared to 5 years ago)?
2017 - \$1000 was drawn to support efforts with homeless individuals

At the current rate of draw, how long might the endowment last? Only interest/dividends are drawn, therefore the endowment should last indefinitely

Other Assets

Reserves (savings): Only cash available is in restricted funds (approx. \$26,000)

Investments (other than endowment): None

Does your church have a parsonage? No

Describe all buildings owned by the church: One building that is newly remodeled, containing 2 offices, 3 accessible bathrooms, 1 childrens' room and bathroom, 1 multi-purpose (meeting and otherwise) room, a fellowship area, kitchen and sanctuary. We also own outside land, a portion of which is used as community gardens.

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

Which spaces are accessible to wheelchairs? The worship and fellowship space (front doors of Church have automatic opening), bathrooms.

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

We are blessed with incredibly generous members who open their hearts and wallets for the future of the Church itself, the community we live in and the wider church. Ours is a church filled with members who do so much more than just talk about doing things. We give and we do with faith, compassion and love.

HISTORICAL INFORMATION

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

1. Incredibly impactful to our church today is that in 2003 we decided to engage in the process of becoming Open and Affirming. This involved deep discussions discerning our call as a church and concluded with voting to make it official in 2004; becoming the strong, welcoming church that we are today.
2. The most impactful event in the life of our church was the turnaround process, which started in 2010 when we as a church were seriously wondering how we would and could survive and grow. Rev. Joanne Thompson from the Wisconsin Conference assisted us and we became a “turnaround congregation”, that included a three year period to establish a long term plan of restoration for the church. We embraced “being the church” and refocused our missional practice; becoming “the little church that can” of today.
3. In the last 6-7 years we embraced new ways to be the church and developed a worship experience called Messy Church (MC). How MC runs is explained in greater depth in our description of faith development. One of the ways MC is a powerful ministry, is that the setting is very informal, active, family friendly, and develops faith for all generations. For community members not familiar with a regular faith practice, this format is relaxed yet impactful. We were featured in national UCC publications in 2015 as an inspiring model of ministry.
4. During this turn-around, we hired an administrative assistant to work closely with the congregation and the pastor to make it possible for the pastor to have the time to do more outreach. This staff addition was designed to help with outreach to the community through social media (Facebook, Twitter, video feeds), and to produce worship bulletins as well as slide sets for the worship presentations. This staff also helped free the pastor's time to develop creative worship experiences in a flexible seating sanctuary that were screen-based, art based, conversation based, and sometimes around tables, with food.

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

In 2014 we started to talk seriously about changes and updates that we needed for our church building, ultimately deciding to start a capital campaign in 2016. The congregation was asked to commit to a pledge for a time period of up to five years, and we started to get some traction, then in the summer of 2017 we challenged ourselves to come up with the money on a tighter and faster timeline; by the end of August 2017. As a testament to the Holy Spirit at work among us, incredible generosity from members made this happen. Soon after, we voted to start the project, and we are quite proud of what we were able to do to as a church with a loving and hospitable heart. Important to note, however, is that the remodeling itself coincided with our Pastor's departure and the arrival of our Interim Pastor. It was an enormous amount of change at once that proved challenging at times. However, it was also a time where congregation members stepped up in amazing ways. This ranged from members taking on needed leadership roles to others showing up at all hours to ensure that our space was clean and inviting (with coffee and treats) prior to Sunday service.

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.

A minor conflict occurred in early 2018. At this time we were in the beginnings of a big transition, which always brings some degree of stress to with it, no matter how wonderful the outcome. Our remodel had just been completed, our interim pastor joined us during the remodel, so he was fairly new to us, and our leadership team had just changed, now comprised of several people new to their roles. Our building committee worked hard to make the remodel come together with as little disruption as possible; at times a daunting task. Once complete, several voiced the opinion that "no food or beverages" should be allowed in the new sanctuary. This was promptly enforced by some, though several members disagreed with this decision and the leadership team had not been consulted. Through this, some very healthy dialogue and modest disagreements occurred. The leadership team opened to hearing from all willing to share on this issue and then, after much thought and discussion, made a final decision. The most prominent argument in favor of continuing to allow beverages into the sanctuary was the idea that we are a welcoming congregation. Our church is not a church that has a "but" or a "only" behind its welcome. As such, they asked that the beverage containers have lids, if possible, but that you could indeed bring a beverage in with you. The key here,

was listening, expressing understanding, and concluding that hospitality is a tenet of who we are, and that we want to embrace this in practice.

Another example of conflict occurred during the building campaign when our church received communication from the Wisconsin Conference that we had an outstanding loan that the church owed the conference for the land purchased in McFarland three decades ago. This is the land where the church now sits. Somehow the line item in the MUCC budget got lost over the years, by both the conference and the church. The timing of raising funds for building renovations and learning of the outstanding debt was most unfortunate. As is often the case, money is very hard to discuss without getting emotional. Discussion over this issue was difficult for many, but people were given the space to speak their truth and what is in their hearts. We got through it, voted to go forward with the building project with the funds that had been raised, and made a decision, with the permission of benefactors contributing significant amounts to the building campaign, to use some of those funds to pay about 10% of this loan to demonstrate good faith to the conference and promise to move forward with a minimum amount of \$1,000 being earmarked in our budget each year to pay down this debt.

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

Staff member's name	Years of service	UCC Standing (Y/No)
Paul Quackenbush	18	Yes
Wayne Shannon	6	Yes
Kerri Parker	7	Yes

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?
COMMUNITY VISION
MISSION INSITE
COMMUNITY VISION

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

The McFarland UCC has taken on many active roles in serving the needs of the community, and looks forward to continuing to do so.

For the past five years during February, the church has hosted a theatrical production (under the leadership and direction of Patrick Fernan, a MUCC member), raising over \$40,000 for the McFarland Food Pantry.

For over 20 years, the church has hosted “Sundaes on Thursday”, serving sundaes and root beer floats at the village gazebo to raise money for the food pantry and other charities. We partner with a local business for the ice cream and some toppings, while we provide additional toppings, organize the musical entertainment and bring together church volunteers and volunteers from the featured charity for each week. We do not keep any of the proceeds; half goes to the food pantry and the other half to the charity for that week.

The church also provides a location for a recurring free children’s sale, where child-related clothing, shoes, furniture, books, toys, etc...are given to hundreds of needy families.

The church provides nearly an acre of its land for the McFarland Community Gardens to enable neighbors and other community members to have a vegetable or flower garden of their own. This serves many of our neighbors who live in apartments or condominiums that do not allow for gardens on their property.

When the AIDS Network has its annual bicycle ride fundraiser, the church provides participants with a rest area and snacks as they travel through town. Several MUCC members have also traveled throughout Dane county to support pit stops and meals for the riders.

Three times each year, the church members host a meal at the Shared Table community dinner program in the McFarland Lutheran Church. Each year during March, church members are encouraged to donate generously to the One Great Hour of Sharing campaign.

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

We regularly encourage members to attend meetings as delegates at the association, conference and synod levels. One of our members has served as Wisconsin Conference Treasurer, therefore on the Board of Directors. Additionally he has been in four other committees or task forces related to finance. Additionally, a member of ours currently serves on the Division on Church and Ministry that oversees seminary students and pastors in the Southwest Association of the Wisconsin Conference. Additionally, we have members regularly attending outdoor ministry opportunities as both participants and staff.

Check all of the following "statements of witness" that apply to your UCC faith community. (Find more information on these statements at ucc.org.)

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

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

We are open to exploring steps we can take to make the church more welcoming for all people to be comfortable. Making this into a more formal “statement of witness” as above is something that our newly formed leadership team intends to explore as part of our continued focus to be the church outside of the walls of the church.

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

Baccalaureate Service - Each spring the McFarland churches join together to sponsor a service for the graduating Seniors. The seniors from the churches plan the program. The Pastors from the churches participate in the service.

Food Pantries - The local churches and service groups support the McFarland Community Food Pantry and the Pride Pantry at the High School with many different fundraisers for both pantry items and monetary donations.

Grief Counseling at schools - When needed the Pastors from the McFarland churches are asked to be at the schools for grief counseling and support.

Shared Table Free Community Meal - Each week this meal is hosted by the local churches and different Service groups. Many in the community enjoy the food and fellowship provided.

AIDS Act Ride - Over the years our church has sponsored riders, provided meals and snacks and sweeping the route.

Interfaith Hospitality Network - For 10 years we hosted the IHN for 3 or 4 weeks a year. Christ the King Catholic Church and The McFarland Lutheran Church partnered with us providing food and help.

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?

The pastor's time will be expected to meet the congregation's opinion that the most important work of the church is outside the walls of the church itself. Members see their faith as calling them to help others and help their community. From Shared Table, to Sundaes on Thursdays, to the many other community outreach programs, the congregation wants its leaders to support such activities and encourage participation in them. The pastor is also expected to go out into the community and form relationships that the church can develop further. There is a sentiment among members (based on formal feedback) that there is opportunity to draw more community members into the church where they will find the home they may not even realize they have been seeking. The biggest opportunity the congregation has highlighted is an increased desire to provide programs that support and are geared toward the youth within the congregation and without. With McFarland's growing population being, in part, driven by the quality of the schools, this is likely an important component of our growth.

In addition to opportunities for our pastor's growth and support within the wider church, the expectation of the pastor will also be to spend time connecting the wider church with our congregation. We would wish this to be done in the spirit of alignment and growth. The congregation would look to the pastor to stay current on and share with the congregation the church's connections and possible future connections to the wider church.

MissionInSite

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

The Demographics for the McFarland area and long-term projections show a community with a healthy mix of seniors (22%) and both younger families (33%) and older families (13%), with the remainder a mix of singles and young professionals. The area is projected to see moderate growth with very high adult educational attainment. As these younger, well educated families move in to the community, there will be more opportunity for outreach to bring in new families and members to the church.

While there are pockets of poverty and families in need within the community, the area is significantly better off than the state as a whole. This means addressing the poverty that does exist in the community is an attainable goal.

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?

The community as a whole is predominately white, as is our Church, just like the congregations in the surrounding churches. Our church's senior population makes up a slightly larger fraction of total attendees than the overall community demographics would suggest should be reflected.

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

The number of young people and young families in the community has provided the church many outreach opportunities such as through Sundaes on Thursdays. There is clearly more room to grow by reaching out to these younger families using events geared to meet the needs of these families.

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

Community members not affiliated with the Church likely know the McFarland UCC best for its volunteer work in the community - Sundaes on Thursday's, Shared Table, Community Gardens, as well as other outreach activities. The Church is likely seen as slightly more liberal in its teachings than some of the nearby Catholic or Lutheran churches.

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

One of the first things we hear from new people is that that we are a friendly and caring church. They like that we are "Open & Affirming" and that Social Justice is very important to the UCC church. New people also like that we are located in McFarland, that we offer whole family worship services, music and the many different activities that are available to everyone. Messy Church has also brought in many new people.

REFERENCES

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

REFERENCE 1 - McFarland Community Food Pantry
Sue Steinmetz / Pantry Co-Manager
608-438-1447/ sue53716@yahoo.com

REFERENCE 2 - McFarland Community Garden
Katie Gletty-Syoen/ Garden Coordinator
608-225-0103
katiegs@mcfarlandcommunitygarden.com

REFERENCE 3 - Wisconsin AIDS Ride
James A. Berger / Route Manager
bpavi99@att.net

See Attached reference letters.

CLOSING THOUGHTS

CLOSING PRAYER

STATEMENT OF CONSENT

CONFERENCE/ASSOCIATION VALIDATION

CLOSING PRAYER

Dear God, We know that You made not one us perfect. Not a perfect church, nor a perfect pastor. Not one of us can do anything on our own, we need each other and we need You. We are grateful for the presence of Your Holy Spirit in this call process. Help us to look to You and to trust You for the right pastor for McFarland UCC at this time. We thank You for those who have accepted the call to ministry in your church. Guide us as we seek whom to partner with

in sharing Your Good News. Bless us together to be a blessing, that we may shine as a light to the world. Amen

We find the following scripture appropriate for our congregation, “so they’ll know we are Christians by our love”.

John 13: 34-35

Let me give you a new command: Love one another. In the same way I have loved you, you love one another. This is how everyone will recognize that you are my disciples-when they see the love you have for each other.

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?

Through conversations, meetings and surveys the search committee gathered information from the congregation with which to then create this profile.

Signed:

Name / Title / Date:

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.

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

Signature:

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

Email: jthomson@wcucc.org

Phone: 608-630-2992

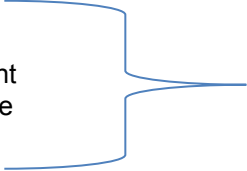
Date: July 11, 2018

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

Attachment to Profile: McFarland UCC 2018 Budget

	2018
Property	
Utilities (Gas, Elec, Water, Sewer)	5,221
Janitor & Taxes	3,641
Maintenance Supplies	500
Maintenance/Repair Vendors	2,100
Mowing	1,545
Debt Reduction	1,000
Snow Removal	2,150
	16,157
Office	
Building & Liability Insurance	3,966
Worker's Comp	924
Phone & Internet	1,239
Office Equip Repair	0
Office Equipment	0
Office Supplies	2,180
Postage	100
Licenses & Domin Exp	900
Advertising	500
	9,809
Wider Church	
SW Association Dues	715
OCWM	14,794
Benevolent Health Insurance	2,181
Wider Church Meetings	700
	18,390
Pastor	
Pastor Salary	44,000
Pastor Housing	15,000
SS Offset	4,514
Pastor Pension	8,260
Life & Disability Ins	885
Health & Dental	8,255
Mileage/Auto	750
Continuing Ed	500
Books/Periodicals	500
Networking Activities	0
	82,663
Other Staffing	
Organist	8,644
Nursery	2,519
Administrative Assistant	16,554
Pulpit Supply	0

		27,717
Passionate Worship		
Radical Hospitality		
Intentional Faith Development		8,000
Risk-taking Mission & Service		
Extravagant Generosity		
		<hr/>
		8,000
TOTALS		<hr/> 162,736 <hr/>

McFarland Community Food Pantry

5307 Hough Street
PO Box 101
McFarland, WI 53558

Our Mission: To provide food to those who need it in the McFarland area

April 17, 2018

To Whom It May Concern

Reference: McFarland United Church of Christ

Since 2010, I have volunteered at and subsequently served as the Co-Manager of the McFarland Community Food Pantry. In this role, I have had an active and ongoing involvement with the McFarland United Church of Christ through its summer Sundaes on Thursday events, its support of the annual Valentine's Play, and its ongoing food and fresh produce donations.

Specifically, the McFarland United Church of Christ holds Sundaes on Thursday weekly throughout the summer months. This involves securing the ingredients needed for the sundaes, finding the entertainment, and most importantly organizing their volunteers to set up for the evening and serve people who attend the weekly event. While the McFarland Food Pantry has provided a few volunteers in the past year, this entire event was a vision of the Church and has been managed by its volunteers. With their work, half of the donations received from the event have been given to the McFarland Community Food Pantry. This has enabled the Pantry to provide nutritious food options for all its guests!

Five years ago, one of the Church members proposed an additional annual fund raiser for the Pantry--a Valentine's Play which is held at the Church over two weekends in February. This Play has been fully supported by the Church and its members. Having this play at the Church has meant that Sunday Church services have had to "work" around the "play stage" and the Church has allowed the use of its kitchen and provided many volunteers to help with the event (acting in the play, managing the play, making desserts, and handling the donations). Again, the Pantry receives the "benefits" of this play with the Church providing all that is needed to accomplish the event. Over the past five years, the plays have generated over \$40,000 in cash donations to the Food Pantry.

The McFarland United Church of Christ also makes periodic food and household essential donations and gives the Pantry fresh produce during the summer months. This gives us the opportunity to provide a wider variety of items to Pantry guests and ensures that, especially in the summer months, guests have access to fresh produce. Church members also support the Pantry's families through the Holiday Giving Tree program, by providing household gifts and individual gifts for the children during the holiday season.

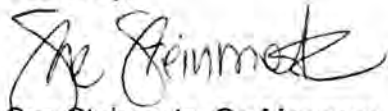
*The McFarland Community Food Pantry is a 501(c)3 organization.
No goods or services were provided in exchange for this gift.*

The McFarland Food Pantry is extremely grateful for the support it receives from the McFarland United Church of Christ. I personally have had many contacts with Church members, including the Pastor, the Secretary, and individual members. For the areas listed above, the contact typically comes from the Church to the Pantry (versus our requesting information/status), ensuring that what they are doing is needed. Each time I've initiated a contact, it has been met with a willingness to listen, work through the issue(s) and respond in a timely manner.

Congregation members both through the Church and individually have been great supporters of the Pantry. The McFarland Community Food Pantry would not be as successful in helping those in need and struggling with hunger in the community without the activities of the McFarland United Church of Christ.

I would be happy to provide additional information and answer any questions related to our relationship with the Church. Please feel free to contact me at 608-438-1447.

Sincerely,

A handwritten signature in black ink, appearing to read "Sue Steinmetz", written in a cursive style.

Sue Steinmetz, Co-Manager
McFarland Community Food Pantry

McFarland Community Garden
P.O. Box 387
McFarland, WI 53558
608-225-0103
katiegs@mcfarlandcommunitygarden.com
www.mcfarlandcommunitygarden.com

Dear Sir or Madam,

I have had the honor and privilege to collaborate with the McFarland United Church of Christ in the development of the McFarland Community Garden.

In the autumn of 2013, I approached the MUCC Leadership Committee with a proposal to create a community garden on the MUCC property adjacent to the church. I had been scouting out other publicly owned parcels prior to this, but this particular patch of earth kept beckoning me. It inhabits so many of the essential hallmarks for a successful growing space—full sun, even terrain, healthy soil. However, the biggest potential came in the opportunity for growing community in this space. It is at the intersection of diverse groups of community members, near public spaces such as the library and municipal center, accessible walking distance from the schools, and has a warm, nurturing and welcoming church community. The members of the committee welcomed my ideas, and the seeds of the project were planted and began to grow.

A collaboration was developed amongst the MUCC, the Village of McFarland, and the Friends of McFarland Parks. The MUCC leases the land to the Village of McFarland at no cost. The Village of McFarland contributes some essential services (water hook up, wood chip delivery, compost flipping, etc) and liability coverage. The Friends of McFarland Parks, which is a 501c3 non-profit organization, has a Land-Use Agreement with the Village to manage and coordinate all community gardening processes on the ground. All parties have worked together to develop a sustainable space.

The venture has proved wildly successful, and our motto, “Grow Food, Grow Community” has come to fruition. The McFarland Community Garden boasts over 70 individual garden plots, including 8 wheelchair accessible raised garden beds; a community fruit orchard, with 17 pear, apple, plum and sour cherry trees, 2 rhubarb beds, and 150’ of raspberry canes; two culinary herb beds; two extensive pollinator and butterfly habitats; a Youth Garden Playground, hosted by the McFarland Sparks 4-H; the McFarland School District’s Three Sisters Garden, which is an outdoor learning space for all first and second grade students in the school district; a McFarland Senior Center plot, which is the site for senior programming, and a Food Pantry Garden that has helped contribute over 5,000 pounds of fresh, organic produce to local food pantries since our inception.

Throughout our journey, the MUCC has shown an incredible amount of support and love. We value opportunities to join together with the congregation for community meals and events. Members of the congregation have joined us for work days, and to provide refreshment for our gardeners. We continue to strengthen and honor our bond with the MUCC as our roots grow deeper, and the fruits of all of our labors sustain our community. My respect and admiration for this church community continues to multiply as we journey forth together.

With Warmth,
Katie
Katie Gletty-Syoen, Garden Coordinator
McFarland Community Garden

2234 Luann Lane, Apt. 306

Madison, WI 53713-4545

May 8, 2018

To Whom It May Concern:

Though I have written many letters of recommendation for former students to colleges or for potential employees to employers, I have never been asked to recommend a congregation to a potential pastor. I am, however, delighted to recommend McFarland United Church of Christ to a pastoral candidate who will promote the congregation's already stellar reputation for community outreach. I am not a member of the congregation or of any religious denomination, so I write this recommendation as an outsider who has observed such outreach and has indeed benefitted from it.

My association with McFarland United Church of Christ stems from my volunteer work with the AIDS Research Center of Wisconsin (ARCW), which formerly in the Madison area was known as AIDS Network. I served on the Board of Directors of AIDS Network for nine years. During that time, AIDS Network established the Wisconsin AIDS Ride, a fund-raising event to benefit HIV-AIDS research, to assist those afflicted with HIV-related illnesses, and to prevent the spread of such illnesses. This summer's event will be the sixteenth Ride, and members of the McFarland UCC congregation have been with us all the way.

Participants in the Ride frequently joke that, after 300 miles in the saddle, they have actually gained weight. For that weight gain, they smilingly blame volunteers from McFarland UCC who almost every day of all those rides drove to a park, sometimes miles away, to staff a pit stop for the riders. The volunteers always bring plenty of fruit and homemade snacks. More important than the food, though, are the smiles and the applause with which those volunteers welcome the riders to the pit. Sometimes McFarland UCC itself is the site of a pit, as it will be in this summer's event. I have observed volunteers from the congregation helping in meal preparation at the camps where riders spend their evenings. I have seen them encouraging riders at the event's opening ceremony and cheering them at the closing. A few congregation members have also ridden the Ride. Also, on Thursday evenings during the summer months, McFarland UCC sponsors an ice cream social in a little park near downtown McFarland. A portion of the proceeds from that project always goes to the Ride. Those of us who have participated in the Ride for many years regard the McFarland United Church of Christ as our best friend.

It is my fervent hope that McFarland United Church of Christ will continue its community outreach efforts, especially its association with the Wisconsin AIDS Ride. I also hope that the congregation will find a pastor who encourages continued volunteerism and community outreach.

Sincerely yours,

James A. Berger

Route Manager

Wisconsin AIDS Ride