

LOCAL CHURCH PROFILE



Orchard Ridge United Church of Christ
Madison, Wisconsin

Senior Pastor

Wisconsin Conference, Southwest Association

[Validation Date]

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

INSTRUCTIONS

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

For many congregations, the interim time between ministers is an intentional season that is guided in part by the 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

Church name: Orchard Ridge United Church of Christ (ORUCC)
Street address: 1501 Gilbert Rd., Madison, WI 53711
Supplemental web links: www.orucc.org

Wisconsin Conference UCC
Southwest Association
Association Staff Contact Person
Name: Rev. Joanne Thomson
Title: Associate Conference Minister
Phone: 608-630-2992
Email: jthomson@wucc.org

Summary Ministry Description:

Our vision statement is *Spiritually Alive, Joyfully Inclusive, Committed to Justice*, and it guides who we are and where we are going. Our church is a vibrant, joyful and caring community where we come together to grow in the spirit, find renewal for our souls, care for each other, our neighbors, the wider world, and all of creation. We understand that this is an ongoing process of growth into wisdom, and because it is a journey, we will never be able to live completely into what we desire to become. We are a progressive Christian community that seeks to engage in social justice work, especially in our local community. To live out our vision, we need strong leadership from both pastors and members, deep faith that we can thrive during times of transition, openness to change and new ideas, gentle nudging to move forward, recognition of the gifts of our people, and the welcoming of the diversity of ideas, knowledge and experiences we share.

We are seeking someone in ministry with whom we can share a vision for a progressive Christian community. This person has an open heart, listens with a non-anxious presence, is a follower of Jesus, and leads and inspires. The person joining us in ministry will share leadership with the congregation and the other pastors, nurture our gifts, both corporate and personal, and help us become our best selves as we serve each other and the larger community, sharing the love of Christ with all.





The Madison area is a thriving community with low unemployment and an active citizenry. It is Wisconsin's state capital, and has many lakes, parks and excellent bike trails. It is generally considered a progressive community, although there are issues of racial and income inequality that are of great concern. It is the home of the University of Wisconsin as well as other institutions of higher learning, and there are abundant resources for education.

Current size of membership: 498 active members, 40 active non-members for a total of 538.

Languages used in ministry: English

Position Title: Senior Pastor

Position Duration: Settled

Compensation Level: Full Time

Does the total support package meet conference compensation guidelines? Yes

SCOPE OF WORK

The scope of work for the Senior Pastor at Orchard Ridge UCC includes:

1. Leading and guiding worship that encourages spiritual growth, a deepened commitment to the Christian faith, and a strengthened connection between the daily life of members, their faith, and the mission of our church.
2. Serve as staff liaison to various ministries of the congregation as well as the Leadership Team. The Senior Pastor will use a discernment process so that ministries and the Leadership Team are responsive to the current congregational context. This will include working with the members of the ministries and Leadership Team in a facilitative and collaborative style while also gathering input from others in the congregation.
3. Serve as lead pastor, ensuring the cohesive and shared ministry of all three ordained pastors. This will include working with them on developing goals for personal growth, professional development and self care, and model collegiality for the congregation.
4. Engage and welcome new members and assist with new member classes.
5. Serve the wider UCC church, interfaith, and ecumenical communities as a witness to our support of denominational, interfaith, and ecumenical ministry. This could include participating on Wisconsin or national conference committees as well as community groups such as the Dane Sanctuary Coalition.
6. Oversee the administrative activities of the church staff, building and finances, including the work of the office manager. Additionally, the Senior Pastor will work with the Moderator, Treasurer, Resource Ministry, and Leadership Team to ensure the financial stability and integrity of the congregation as well as building maintenance.
7. Partner with the Office Manager and other members on the church newsletter, church emails, and other communication as needed to the congregation. Facilitate our social media presence and other ways we are known in the community.
8. Share the responsibilities of Pastoral Care, Baptisms, Weddings and Funerals with the Associate Pastors. They will engage in the life of the church and the lives of the congregation.

9. Maintain a healthy lifestyle and vibrant spiritual life in order to maintain the vision, energy, and passion necessary to lead this congregation. This will also include participating regularly in the Southwest Association's clergy development group and maintain a consistent life of prayer, reading, journaling, and spiritual reflection.

Core Competencies:

1. The pastor will guide the faith formation of the congregation and be well-versed in progressive Christian perspectives. They will be skilled at planning worship that is meaningful to the congregation as well as providing leadership for the spiritual development of the congregation in other ways. They will do this by having a facilitative leadership style, working with other church leaders and the membership as a whole, and recognizing and developing the gifts of the members/leaders.
2. The pastor will be committed to social justice issues and skilled at working with members and others outside the congregation on these issues.
3. The pastor will have the knowledge to manage a medium-sized organization. They will be skilled at day-to-day management including building and budget issues and at delegating.

COMPENSATION AND SUPPORT

Salary plus Benefits

The church does not have a parsonage. The minister will seek their own housing and a housing allowance is included in the salary basis.

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

The UCC offers a variety of community of practice circles for clergy support. There is a lively ecumenical network organized mostly around projects and causes of shared interest.

WHO IS GOD CALLING TO MINISTER WITH US?

Together we will continue our commitment to building a church community where all feel valued and safe—young and old, singles and

families, people of all colors, genders, and sexual orientations, lifelong Christians, and those exploring what it means to be a follower of Jesus. We will worship together, learn together, and work together to build loving relationships with people both inside and outside our church. We will honor the unique gifts that every person brings to the world and we will live in healthy balance with all of God's creation.

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

We seek a pastor who has a deep commitment to loving our neighbor and who will continue to help us explore ways to nurture peace and justice in our community. Congregants are also interested in better sharing the good news that we are a progressive Christian church that emphasizes deeds over creeds and honors questions over certainties as well as a message of hope for those who fear that Christianity may no longer be relevant to their lives. We seek a senior minister who will be able to help us "tell our story."

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

We are an English-speaking congregation, but we are committed to speaking the language of love. Our call is to work for justice, particularly for those in our immediate community who are economically challenged or feeling alienated, standing as Jesus does with the outcast and oppressed. We seek a senior minister who shares this calling and who values cultivating relationships with people of diverse backgrounds and ethnicities.

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.

- **Working Together for Justice and Mercy:** Our congregation has a long and continuing call to work for justice in our local community, in our country, and in our world. Our next minister will engage the local community, build meaningful relationships, and organize so that the congregation continues its strong ministry of social justice.
- **Engaging Sacred Stories and Traditions:** Our congregation values the opportunity to expand and strengthen our understanding of God through worship that is relevant to our lives. Our next minister will be able to craft meaningful and engaging sermons, drawing on contemporary writings as well as biblical text.
- **Building Transformational Leadership Skills:** Our next minister's leadership style should be collaborative, sharing in the work with the existing ministry staff, lay leaders, and the congregation. Our congregation encourages its staff to continue to develop the skills needed to be a collaborative leader through continuing education with the Lombard Mennonite Peace Center.
- **Strengthening Inter- and Intra-Personal Assets:** Our next minister will be a non-anxious presence who can read "the pulse of the congregation."

WHO IS GOD CALLING US TO BECOME?

Who is God calling you to become as a congregation?

Honoring and building upon the foundations ORUCC is blessed with, the wisdom, welcome, work, and hopes of our founders and elders, we follow in their faithful footsteps towards new possibilities. We seek to respond to our still-speaking God who is calling us to live lives of reconciling love and compassionate presence. God calls us to follow Christ, to work on behalf of the "poor," and to develop ways for each of us to walk on this path guided and grounded by the sacred, the ordinary, and the creative, receiving abundant beauty and grace along our way.

Over much of 2018, members of our congregation reflected and shared their discernments on who God is calling ORUCC to become as a congregation:

God calls us to grow more deeply in our personal faith—

- to develop and nurture a faith that embodies the sacredness of body, heart, mind, and soul, faith and science, and questions and belief.
- to receive that we are each loved with a love that will not let us go.
- to practice self-care through prayer, reflection, worship, recreation, and work to rejuvenate, empty, listen, and then greet the world anew.
- to be lifelong learners studying the Bible and other writings that strengthen and make our faith richer.

God calls us to celebrate and care for each other as a congregation—

- to extend our care and respect for each other: our elderly, our people with special needs or mental health needs, our sick, our lonely, our marginalized, our people in life transitions.
- to delight in friendships and maintain the healthy, vibrant community that is ORUCC.
- to nurture, support, encourage, follow, and delight in our children and youth, to continue our commitment to providing a Christian foundation of moral and ethical values for living a life that includes empathy and service to others.
- to keep exploring what Sunday morning worship looks like, through the gifts of music and art, prayer and meditation, and the evolving possibilities of technology.
- to identify and work to overcome explicit and implicit bias in the life of the church.
- to create numerous ways for all to engage in the life of ORUCC.

Gods calls us to act justly in our community—

- to continue to keep issues of social justice (a warm embrace of LGBTQ persons, concern for those incarcerated, racial disparities, immigration, homelessness and affordable housing, climate change, violence, equal access to quality education) in the forefront of our congregational life, fully living into existing programs while envisioning new avenues.
- to continue to be a source of learning and respectful dialogue while fostering equity for those who do not share in the

privileges so many of us take for granted. To work towards transformation of attitudes, behaviors, and systems as individuals, as a congregation, or in partnership with other community members.

- to provide hope and healing to a hurting world through companionship and allyship. To practice a deeper presence, a deeper understanding, and a deeper engagement even when uncomfortable or difficult.
- to generously share the relevant, life-giving Good News in a progressive Christian voice.

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

In these times of overt racism and harsh rhetoric in our country our church must continue to be a source of learning and advocacy, compassion and renewal. We are called to provide a wide welcome, to be a safe place for voices, perspectives, lives, stories, and gifts to be named, lifted up, celebrated, and shared. We are called to listen to the world around us, but also to listen more deeply to each other, to be more caring of our own members. We are called to practice love.

Describe two experiments your congregation has initiated or engaged in in the past year, what were the results and where do you see your next steps?

ORUCC has a long-time commitment to live our faith and “love our neighbor” in important and practical ways. Here are two recent initiatives we have begun and are living into.

1. Heart Room is a collaborative partnership between ORUCC and three Madison-area nonprofits or agencies: The Road Home, Early Childhood Initiative, and Joining Forces with Families. It provides six families with real opportunities to achieve long-term housing stability. Based on the belief that stable housing is the foundation families need to meet their goals and for children to grow up safe, healthy, happy, and

successful in school, Heart Room provides significant monthly rent subsidies interlaced with holistic family-directed and case-specific services in areas of housing, employment, childhood development, mental health and/or other areas. This program launched in the summer of 2018 as a three-year pilot. Early reports are encouraging as families are making progress on their goals. Our congregation wants to be led and supported in our attempts in community advocacy as well as in our attempts to confront racism and income inequality on interpersonal levels. We want to continue to become aware of our (white) privilege and to learn more about and understand systemic inequities.

2. On June 18, 2017, ORUCC voted to become a sanctuary congregation. At that time, we made a commitment to engage in support, advocacy, and service to our undocumented brothers and sisters. At the core of this commitment is our offering of safe sanctuary to an individual or family who may be facing deportation. We are also a founding member of the Dane County Sanctuary Coalition, an interfaith effort to create as many sanctuary sites as possible in Dane county formed in partnership with Voces de la Frontera and Centro Hispano, two programs in Wisconsin dealing with immigrant issues. Members of our Sanctuary Mission Team serve on the steering committee and other work teams of the Dane County Sanctuary Coalition. Our congregation is concerned as our nation continues its conversation regarding borders and immigration, and as ICE amps up arrests in our own community. We want to continue to educate ourselves on the issues, to continue to provide a wide welcome, and to continue to be a visible partner in our community.

Has your church had a multi-year strategic plan or vision statement; if so, where do you see that plan/vision taking you?

Our mission statement is Spiritually Alive, Joyfully Inclusive, Committed to Justice. This is who are and who we seek to become. Our mission statement is a guiding light for all we do.

After ORUCC celebrated its 50th anniversary in 2008, a multi-year plan called the Next Generation Initiative (NGI) was created. NGI became a map for expanding and improving our programming and facilities to strengthen and deepen our faith as well as a way to honor our founders and our future. The NGI priorities included adding opportunities for children, youth, and families; expanding our music programming; identifying additional ways to grow in relationships with God, one another, and the wider world; and the greening of our church and lives. In the last 10 years, ORUCC has hired a children's music director and a youth band director, purchased and incorporates drums, rhythm instruments, and sound equipment in our worship services; provided opportunities for spiritual growth through meditation, a labyrinth, library resources, and small-group meetings and retreats; and nurturing of our Veggie Village community garden. NGI also included a successful capital campaign which raised \$1.5 million to remodel and refurbish our church building. Ten percent of the money raised was set aside to create a major social justice initiative in our community, The Southwest Partnership, which helped to address housing and employment barriers in our neighborhood.

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CONGREGATIONAL REFLECTIONS

Describe your congregation's life of faith.

For example, who is a favorite theologian admired in the congregation and why? How is God most often described in worship liturgy? In what ways would you describe the Holy Spirit in your midst?

ORUCC fully lives out its mission statement of “Spiritually Alive, Joyfully Inclusive, Committed to Justice.” This is a congregation that is growing, thriving, welcoming, and dedicated to God’s greater call of radical love. God is brought forward in worship in many ways: scripture readings, poetry, Native-American chants, readings from other faith traditions, alternative interpretations of the Lord’s prayer, pop songs sung by high school band, silent meditation and prayer, traditional hymns and choral anthems, and in the hearts of our members. We deeply value the varied ways to bring the holy and sacred into our lives, and we are open to discovering new and different ways of experiencing God, too.

We are a progressive congregation striving to make the Christian faith relevant in today’s world. We are deeply committed to social action, a vibrant worship life, and a ministry with children and youth. Our commitment is to walk together in the journey of faith. While we are a distinctly Christian congregation, we welcome theological inquiry, insights from other faiths, and those with serious questions and doubts. Seekers and doubters abound in our midst among guests and members alike.

Describe several strengths or positive qualities of your congregation.

ORUCC is a warm and welcoming congregation, and we truly value and honor each other and where each of us is on our faith journeys. We seek to provide a safe place for all voices, perspectives, lives, and gifts yet to be named. We listen to and learn from each other. ORUCC's greatest strength is its members—each one different, each one holy.

Music matters to so many at ORUCC, and it's another way that many of us connect to our faith. There are several formal music ministries: an adult choir, a handbell choir, an adult rock band, a youth rock band, and a children's music program. Additionally, the congregation actively participates in music during worship, and we've included a high variety of music on Sunday mornings: old—and newer—hymns, Taize chanting, contemporary Christian songs, and original songs. There are also many talented members of the congregation who share their music during worship throughout the year.

Our church also has a vibrant, active, and joyful youth program, from babies in the nursery to high school student youth activities. We use a variety of curriculum for all ages, including weekly Sunday School classes, Our Whole Lives sexuality education for middle school youth (offered every three years), Confirmation, and an annual out-of-state mission trip for high school youth. Additionally, through the children's music program, the kids create, write, and compose original poems, songs, and stories for various performances, including an annual Christmas Eve program for families.

Our members are also passionate about social justice issues, and we seek to be challenged to engage in creating positive change in our community and our world. It's important to this congregation that we create opportunities to be actively involved in the hard, and sometimes uncomfortable, work of social, economic, and environmental justice.

Overall, the variety of programming is also a strength of ORUCC. There are many places where members and guests can connect with God and each other whether it's on a Sunday morning or not. Some programs have been going for a long time, such as the adult gathering on Sunday mornings (called Java and Jesus), and others

will pop up as desired, such as a group book study hosted in members' homes for the season of Lent.

Describe what worship is like when your congregation gathers.

For example, where does worship take place, and what is it based around? What was a recent baptism like? What are some words used to describe good preaching?

Worship at ORUCC takes place every Sunday in our worship hall at 10 a.m. While there are variations in the elements and order of events, most weeks follow a similar structure. We often begin with singing together, and an opening prayer from either a member of the congregation or clergy will prepare our hearts for worship. There is a time to pass the peace of Christ, greeting each other warmly and enthusiastically. Other regular elements of worship include music from one of the choirs, bands, or members; a time for children with one of the pastors; and offerings to our church as well as other groups in the community.

A deeply meaningful part of worship is the sharing of our Joys and Concerns where a pastor invites members of the congregation to share prayer requests with the congregation. After a pastoral prayer, some version of The Lord's Prayer is recited together.

A sacred text introduces the Sermon. This text is often Biblical, but it can also come from other religious traditions or inspirational writings. Throughout the year, themes weave sermons together. Some recent sermon series include: The Puzzle We Call Faith; The Gospel of Mark; Immigration; Voices Outside the Christian Tradition; Psalms; The Book of Acts; and The Intersection of Science and Faith.

Once a month, the sacrament of communion is served, and ORUCC invites all members, non-members, and guests to take part in open communion, believing that all are welcome at God's table if they so desire. The service often ends with some time for quiet meditation as well as a closing song. A pastor will invite worshipers to join hands and offer a final blessing. After worship, all are welcome to stay for coffee and conversation in Friendship Hall.

We seek a pastor who is skillful at creating sacred space, resonates deeply with our mission statement, and connects spirituality with action. Our pastor will be theologically progressive, provocative, relevant, intellectually stimulating, and passionate.

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

For example, how are young people in leadership? How do people continue to form their faith over a lifetime? Name a topic studied or curriculum used recently; what was the impact of this study on those who attended?

God is calling us to continue to help our children build a Christian foundation of moral and ethical values for living a life that includes empathy and service to others.

We believe that children are spiritual beings who come to us as gifts from God and that the vitality of our faith community is critical to the nurturing of our children's faith. Through the ORUCC community, we provide our youth with language, context, and experiences to encourage them to grow their faith.

Our hopes for each child who participates in ORUCC's Christian Education and Spiritual Formation programming are:

1. Our children will experience the affirmations we pronounce at baptism: God loves them unconditionally, Jesus is their Redeemer and Friend, and the Holy Spirit is their Comfort and Guide.
2. They will be nurtured and supported to grow in their faith by our church community.
3. They will grow in their faith and understanding of God and be challenged by the teachings of Jesus and endeavor to follow in the ways of Christ.
4. They will examine the strengths as well as the struggles of being human.
5. They will be exposed to spiritual practices to assist them in their faith formation.

6. They will study and be exposed to the major world religions and Christian denominations helping them to respect different faith traditions.
7. They will learn about sexuality through the comprehensive educational program called Our Whole Lives.
8. They will develop deep and lasting friendships through the ORUCC community.
9. They will grow in their understanding of themselves that will help them discern their purpose and vocation in the world.
10. They will gain leadership experiences by participating in the annual mission trips, assisting and leading in worship, and assisting with the children's programming.

From September through early June, Sunday School classes are offered at 9 a.m. for kids in preschool through middle school. High schoolers meet once a month, in addition to opportunities in the high school rock band and the mission trip.

The children's music director meets with grade-school children three Sundays during either Sunday School or worship for singing, poetry and songwriting, and playing drums and other percussion instruments. The children share and lead the Christmas Eve service, and they also share occasionally in Sunday morning worship.

ORUCC offers a three-year rotation for youth in middle school. Two of the years the youth examine confirmation topics such as the teachings, life, death, and resurrection of Jesus, the early church and early followers of Christ and their ability to live from a Spirit of forgiveness, inclusion and non-violence. We study the civil rights movement and Martin Luther King, Jr.'s spiritual leadership of nonviolence and justice. We also offer spiritual formation experiences and service projects that align with our overall goals.

One year of our middle school programming is devoted to teaching OWL (Our Whole Lives) which is a comprehensive sexuality program based on the values of sexual health, inclusivity and justice, self-worth, and responsibility.

ORUCC also offers a variety of faith formation opportunities for adults. We believe God is calling us to be a congregation of lifelong

learning, including continued study of the Bible and other sources of religious faith. Some of our current or recent offerings include a weekly Bible discussion group; labyrinth walks; Java and Jesus—a weekly discussion of issues involving faith and society; and small groups addressing social issues such as prison reform, civil rights, immigration, and the environment. These groups are led by a pastor or members of the congregation. This past fall, a civil rights tour through Tennessee, Georgia, and Alabama was designed and directed by our senior pastor.

Describe how your congregation is organized for ministry and mission.

The Leadership Team is the executive body of our church. It is composed of a Moderator, a Moderator-elect, the immediate past Moderator, a Treasurer, a Clerk, the pastors, and five at-large members of the church. This team provides long-range planning and visioning for the church as well as support and guidance to our ministry teams, all while being active listeners to our congregation. The church budget, stewardship, and nominations process are developed and monitored by this team.

Our five Ministries provide programming and focus in the areas of Youth Faith Formation, Adult Faith Formation, Christian Witness and Service, Congregational Life, and Resources. Each Ministry consists of 6-7 church members and one pastor. Each of the Ministries may create and support mission teams which may have a more specific focus and duration. Three of our mission teams are Care of Creation (bringing opportunities for education and activism on issues that challenge our environment), Pastoral Partners (dedicated lay people who provide visits, prayers, and friendship to homebound members and those going through grief), and our Catering Team (providing thoughtful, beautiful, nutritious meals for our monthly Over 55 gatherings, all church dine-ins, receptions, and celebrations).

Decision-making happens between these teams and the congregation. During times of major decisions, time is often given to large and small group discussions and learning sessions before a vote at a called congregational meeting. Communication happens through our online newsletter, Sunday church bulletin, and email and social media updates.

There is room to explore broader input from all members and to provide more transparency in decision making to allow us to live more deeply into our call to acceptance and inclusion.

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

Broadly, the senior pastor will have about two 90-minute evening meetings in a week with our Leadership Team, Ministries, and other mission teams.

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

Two years ago, an active ORUCC member, who was also involved in our youth program, was arrested for sexual assault of a minor (a person who was not a member of our congregation). The pastoral staff applied knowledge and skills learned through the Lombard Mennonite Peace Center to handle the situation as openly as possible while respecting the family of the member involved. As part of the response to this, staff from the Lombard Mennonite Peace Center, as well as our Moderator and Leadership Team members were consulted about appropriate actions to take with the congregation.

Pastors notified various leaders of the congregation of this incident and quickly wrote an email to send to the entire congregation. Families with children who had been in direct contact with this man were individually contacted to ensure that none of our youth had been harmed. Our staff was mindful of the need to support the man's family and friends as well the man himself. This included age-appropriate discussions during Sunday School with children who were friends with children in the man's family. The staff was also mindful that many in the congregation who were sexual assault survivors would need to have ways of expressing their grief and concerns. A prayer service was held to help all of those affected.

The issue was directly addressed in Sunday worship with our senior minister suggesting that as a congregation, we hold all those affected in prayer but not try to understand why it happened. As part of our response, we reviewed our Safe Sanctuary policy to ensure that our

children and youth have a safe and nurturing environment for all church activities.

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, we can provide these documents if requested.

11-YEAR REPORT: Attached

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	498	no
Number of active non-members:	40	no
Total of church participants (sum of the numbers above):	538	no

Percentage of total participants who have been in the church:

		<i>Is this percentage an estimate? (check if yes)</i>
More than 10 years:	56%	yes
Less than 10, more than 5 years:	25%	yes
Less than 5 years:	19%	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>
10%	6%	4%	6%	10%	10%	26%	14%	14%	yes

Percentage of adults in various household types:

		<i>Is this percentage an estimate? (check if yes)</i>
Single adults under 35:	5%	yes
Joint household with minors:	20%	yes
Single adults age 35-65:	4%	yes
Joint household with no minors:	51%	yes
Single adults over 65:	20%	yes

Education level of adult participants by percentage:

		<i>Is this percentage an estimate? (check if yes)</i>
High school:	5%	estimate
College:	60%	estimate
Graduate School:	30%	estimate
Specialty Training:	5%	estimate
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	50%	estimate
Adults who are retired:	48%	estimate
Adults who are not fully employed:	2%	estimate

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

90% white collar, 10% blue collar

Educators (at all levels), IT professionals, medical professionals, government employees, business owners, food and hospitality industry, construction industry

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?

Euro-American with a small percentage of people of color.

List the date your congregation has had or will have a conversation using a resource such as the Welcoming Diversity Inventory. Comment on the results.

We have not done this yet and do not have a plan to review this document at this time.

PARTICIPATION AND STAFFING

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

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	250	Varies with the group, some are planned by pastors, some are planned by lay leaders
Baptisms <i>(number last year)</i>	8	Pastors
Children’s Groups or Classes	64	Youth minister, youth music program director, some lay leaders
Christmas Eve and Easter Worship	360 Christmas, 300 Easter	Pastors
Church-wide Meals	460	Lay leaders
Choirs and Music Groups	70	Music leaders
Church-based Bible Study	40	Pastors
Communion <i>(served how often?)</i>	1/month - 180	Pastors
Community Meals	110	Lay leaders

Confirmation (<i>number confirmed last year</i>)	10	Youth Minister
Drama or Dance Program	0	
Funerals (<i>number last year</i>)	6	Pastors
Intergenerational Groups	230	Pastors and lay leaders
Outdoor Worship	1/year - 180	Pastors
Prayer or Meditation Groups	15	Lay Leaders and Pastors
Public Advocacy Work/Justice	250	Lay Leaders
Retreats	1/year - 100	Pastors
Theology or Bible Programs in the Community	25	Pastor
Weddings (<i>number last year</i>)	4	Pastors
Worship (time slot: _____)	10:00 - 180	Pastors
Worship (time slot: _____)		
Young Adult Groups or Classes	0	
Youth Groups or Classes	10-23	Pastor and lay leaders
Other		

Additional comments:

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)
Doug Loving				yes
Sharon Goss				yes
David Moyer				yes
Charles Rotta				yes
Phil Haslanger				yes
Elaine Thomas				yes
Christine Pasinski				yes
Peter Fabian				yes
Kerri Parker	four-way covenant			no
John Kruse				yes
Ree Hale				yes
Luke Bocher				yes

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

These retired pastors' roles are that of regular members of the congregation.

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

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Associate Pastor of Children, Youth and Families	Reverend Tammy Martens	Part-time	Senior Pastor	12 years
Associate Pastor for Congregational Life	Reverend Ken Pennings	Part-time	Senior Pastor	11 years
Office Manager	Julie Wombacher		Senior Pastor	Hired in December 2018
Senior Choir Director	Dr. Bruce Gladstone	Part-time	Senior Pastor	12 years
Worship Service Musician and Choir Accompanist	Ms. Vicki Nonn	Part-time	Senior Pastor	47 years
Children's Music Director	Julie Mazer	Part-time	Associate Pastor for Children, Youth and Families	10 years
Handbell Director	Bethany Schultz	Part-time	Senior Pastor	3 years
Director of Tru Function and Tru Gumption	Rob Martens	Part-time	Senior Pastor	2 years
Custodian	Tim Rotar	Part-time	Senior Pastor	11 years

REFLECTION

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

The demographics describe a congregation that is thriving in many ways, with robust attendance, a thriving youth faith formation program, and participation in a diverse set of programs. It also shows opportunities for growth in the diversity of the congregation in terms of educational and professional background, age, and race and ethnicity.

3e. CHURCH FINANCES

Source	Amount
Annual Offerings and Pledged Giving	\$404,092.68
Endowment Proceeds <i>(as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)</i>	\$
Endowment Draw <i>(beyond what is permitted by spending policy, "drawing down the principal")</i>	\$
Fundraising Events	\$
Gifts Designated for a Specific Purpose	\$
Grants	\$
Rentals of Church Building	\$20,043.73
Rentals of Church Parsonage	\$
Support from Related Organizations <i>(e.g. Women's Group)</i>	\$
Transfers from Special Accounts	\$
Other (specify): Interest Income	\$10.15
Other (specify): Gain/Loss on Sale of Investments	-\$95.90
TOTAL	\$424,050.66

The Madison Mennonite Community rents space from ORUCC for worship and office space.

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

\$409,777.77

Attach most recent church budget, spending plan, operating statement, or annual treasurer's report as shared publicly with the congregation, or - if your church does not pass an annual budget - list current budgeted expenses here.

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 29%

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

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

Our Church's Wider Mission (OCWM - Basic Support)

One Great Hour of Sharing

Strengthen the Church

Neighbors in Need

Christmas Fund

ORUCC holds a monthly "compassion offering" for outreach support funds for local agencies, as determined by the Ministry of Christian Witness and Service. In 2017, a total of \$41,879 was collected and dispersed.

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

4% of operating budget in 2017; projected to be 5% of operating budget in 2018

What is the church's current indebtedness?

Total amount of loan debt: \$0

Reason for debt:

Are capital and other payments current?

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.

There is no building program is projected or underway at ORUCC.

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

Year(s)	Purpose	Goal	Result	Impact
2010	Capital Campaign	\$	\$1,479,011.82	Major remodel of worship space, fellowship spaces, offices, and classrooms
2014	Preserve Our Ministry (to retire all debt from capital campaign)	\$	\$182,051.85	All remaining debt from previous capital campaign paid

As a result of strategic planning after our 50th anniversary, significant building needs were identified in order to continue with our programming and church goals. ORUCC agreed to a contract with an architect 2009 and voted to proceed with the renovations in June 2010. ORUCC received pledges of \$1,565,000 in 2010 and 2011 to be paid over 5 years. All costs related to renovations have been paid.

What projects were undertaken as a result of your capital campaign?

Due to lower construction costs than anticipated, we were able to accomplish all of the objectives identified for our most ambitious pledge goal. Except for the kitchen, nearly every part of the building was touched. Major components included:

1. added new HVAC systems and adding AC throughout the entire building
2. replaced all plumbing except in kitchen
3. made a major upgrade to our electrical system including AV connectivity in the Friendship Hall and the Worship Hall
4. replaced windows in most of the building

5. remodeled Worship Hall, Friendship Hall, and the Crossroads area between the two
6. remediated several water leaks in two parts of the building
7. remodeled bathrooms that are now ADA compliant, as well as adding a genderless bathroom.

If a capital campaign is underway or anticipated, describe:

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

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

Ten percent of the money raised during the 2010 capital campaign was set aside to create a major social justice initiative in our community, The Southwest Partnership, which helped to address housing and employment barriers in our neighborhood.

Does your church have an endowment? No

Other Assets

Reserves (savings): \$10,167.77

Investments (other than endowment): \$124,713.13

Does your church have a parsonage? No

Describe all buildings owned by the church: One church building that includes a worship hall, fellowship spaces, classrooms, offices, kitchen, and basement.

Describe non-owned buildings or space used or rented by the church: N/A

Which spaces are accessible to wheelchairs? (*worship space, pulpit, fellowship space, facilities, etc.*)

All spaces within the church are accessible to wheelchairs, except a few rooms in the basement which are used by youth.

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

ORUCC is financially stable, prudent, and big-hearted. We carefully manage finances so that we are able to not only support our hard-working staff, beloved building, and active ministries but also so that we give generously to UCC missions as well as to our community. Eight years ago, when we completed a very generous capital campaign for the remodeling of our building, we tithed 10% to create new way of working within our neighborhood, called Southwest Partnership. This program provided resources and outreach to our neighbors, many of whom struggle with poverty, lack of employment, and housing issues.

Along with our monthly pledged giving, our Christian Witness and Service Ministry chooses another group to give to each month in our free will offering, and members and visitors give generously. We've raised funds for local organizations such as The Wisconsin Medical Project and Thea's Table as well as wider UCC missions such as One Great Hour of Sharing.

We are not shy about talking about money, and new member classes address this subject head-on. Stewardship season is positive and uplifting, and members give with a cheerful heart. There have been other ways of raising funds for special projects, such as our new Heart Room project, and pastoral staff work closely with lay leaders to ask specific members of the congregation to donate. When there are fundraising efforts for the youth mission trip, members are generous and excited to give to our youth.

HISTORICAL INFORMATION

Name one to three significant happenings in the history of your church that have shaped the identity of your congregation.

1. Strategic Planning & Renewal

After our 50th anniversary, our congregation began a strategic planning process for the next 5-15 years. The plan was built on extensive congregational input and the hard work of several committees. It included proposals to expand and improve ORUCC's programming and facilities.

In January 2009, the congregation authorized an internal team to choose an architect and begin exploring ways to remodel or expand our building to fulfill the programmatic hopes and dreams of the congregation.

The original goals were:

- Assure that building operational systems such as heating, electrical, and plumbing meet building needs and are efficient in cost and energy use.
- Accommodate current and new program and administrative space needs.
- Become a "green church" including, but not limited to, a reduced carbon footprint.
- Make better use of our grounds to meet our mission and program goals.

After a successful capital campaign, construction began in 2010 and nearly the entire building was renovated. All debt from this effort has been paid off.

Using ten percent of our capital campaign funds, the Ministry of Christian Witness and Service led a process for determining how to use the funds to address poverty and homelessness in our neighborhood on southwest side of Madison. Combining with Dane County's Joining Forces for Families program, Public Health Nursing, and the Common Wealth Development, ORUCC funded a new program called The Southwest Partnership (SWP).

SWP's original intent was to organize people in the neighborhood and bring agencies and ORUCC volunteers together to share talents and resources to attack root causes of homelessness and poverty. ORUCC funds paid for a community organizer who spent over a year meeting with neighbors and listening to their needs and concerns. In response, the

project goals focused on increasing employment opportunities for very low-income neighbors while continuing to build community and respectful relationships. We hosted a weekly Job Shop to help people find employment, developed and implemented a transitional employment program, conducted employer outreach, and built employer referral networks. ORUCC funds were stretched beyond the original two years of funding into a third year. ORUCC volunteers helped partners to write grants to continue the employment staffer and transitional jobs program, both of which continue to this day. SWP as a formal collaboration ceased operations in 2017. However, a range of neighborhood “partnerships” continue with meaningful relationships and service.

2. Open and Affirming

Our congregation became an Open and Affirming congregation in May 1993. This action was taken by the congregation after a period of several months of conversation, exploration, and education, including panels with members of the congregation who are LGBTQ who shared their stories.

3. Youth Programming

ORUCC’s education programming for children and youth has evolved greatly over the past ten years. One of the first significant changes was to offer 9 a.m. Sunday School to children and youth, moving it out of the 10 a.m. worship hour. A second addition to our programming was to hire a children’s music director, and through her service, children have created musical compositions using xylophones, African drums, hand chimes, and movement and rhythm. We utilize our Wisconsin UCC camps for retreats for members, and those annual gatherings have contributed significantly to our spiritual formation and deepening our connections to one another. A complete list of our ministry with children and youth is provided above.

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.

In 1995, ORUCC terminated the employment of our Senior Pastor after a long, painful process. It was known to many in the congregation by 1994 (and even earlier for some) that he was an active alcoholic. His ministry

was deeply affected by his addiction as he began attending some meetings and some worship services while appearing to be under the influence of alcohol. The pastor had been in addiction treatment at least twice prior to 1995, but not all church members knew of his addiction, creating confusion about his behavior. Poor communication—and secret communications—created schisms within in the church. Working with the staff from the Wisconsin UCC Conference and the lay leaders of our church, this pastor was required to undergo a final attempt at inpatient addiction treatment. In 1995, he abandoned treatment even though he knew it would mean the end of his pastorate at ORUCC. Because communication about this issue was so poor, many members left the church.

From 1995 until 1998, ORUCC was served by an interim pastor with experience helping troubled congregations. He led us to the Lombard Mennonite Peace Center, and their intervention plan was determined to be helpful and important enough that our then Executive Committee chose to spend \$14,600 from a very tight budget to employ LMPC.

Our relationship with the LMPC included:

- Information Gathering and Education Phase that ran from February to March 1996. It included three listening sessions and numerous interviews with various staff and members. This phase also included a two day workshop for members to learn about “Conflict in the Church.”
- Healing Phase, held from March to June 1996, which included three large group structured dialogue sessions about conflicts within church and its members.
- Problem-Solving Phase, which went from May through June, and included two large-group sessions to work on finding solutions to the conflicts identified. Additionally, small groups worked on specific issues that arose in earlier phases, and their reports were presented and accepted by the congregation.
- Closing Phase that facilitated closure from our relationship with the former pastor on July 28, 1996 and a congregation-wide service of reconciliation on September 29, 1996.

The LMPC process, which lasted almost a year, was very beneficial to the congregation and laid an important groundwork for the current pastoral

staff who continue to use the tenants of “Family Systems Theory” within our community. In addition, this process developed in lay leadership an enduring understanding of the need for open communication and transparency in decision-making.

Furthermore, the LMPC process, and its positive outcomes, were a prominent feature in our search for a new senior pastor in 1998. Every pastor since 1998 has participated in some aspect of education and training with the Lombard Mennonite Peace Center, most notably participation in the LMPC’s ongoing Clergy Clinics and its Advanced Clergy Clinic. The Rev. Tammy Martens now serves on the Board of Directors for LMPC.

Does your church have policies, protocols or structures for dealing with conflict?

One of the small groups that met during the Problem Solving Phase (above) focused on “caring conflict resolution.” Their recommendations emphasized transparency in our communication in general, and church decision-making specifically. They also recommended that all congregational votes require a two-thirds margin to pass. This final recommendation was included in the changes made to the church constitution a few years later.

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

Staff member’s name	Years of service	UCC Standing (Y/No)
Winton Boyd	1999 to 1/6/19	Y
Tammy Martens	2007 to present	Y
Ken Pennings	2008 to present	Y
Debra Dean-Ware	2000 to 2006	Y
Karla Schmidt	1989 to 1999	Y
Doug Pierce	1996 to 1999	Y

Tim Kehl	1980 to 1995	Y
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Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership:

We like a collaborative, facilitative leadership style and members are encouraged to participate in leadership roles. Pastoral staff will practice self-care. The Lombard Mennonite Peace Center program was extremely helpful to the congregation and pastors and continues to provide guidance for conflicts.

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

Yes. See above

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?

For example, which service activities has your church participated in this past year? Where has the church participated in global connections of care and justice? What is currently transformational in your church's engagement with neighbors near or far?

This past year has seen the launch of Heart Room, a learning experiment bringing together landlords, neighbors, and churches as well as service providers in a family-driven, neighborhood-based approach. The collaborative pilot program will provide six families with real opportunities to achieve long-term housing stability.

The church also became a founding member of the Dane Sanctuary Coalition; formed in partnership with Voces de la Frontera and Centro Hispano of Madison, Dane Sanctuary organizes congregations and organizations to provide physical sanctuary to our immigrant friends and neighbors who are at risk for deportation. The church voted to become a sanctuary church in 2017, potentially hosting an immigrant or immigrant family as they pursue legal action around their immigration status.

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

ORUCC has a long history of involvement in wider UCC activities - including conference committees and annual meetings, educational

offerings, camps and retreats, etc. Most clergy have found their own way to be connected.

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?

ORUCC has fully embraced the four statements of faith checked above. No other efforts in these areas are planned currently.

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

ORUCC has been active in Madison-area issues and coalitions, including southwest neighborhood groups, the Dane Sanctuary Coalition, and other social justice causes. Many initiatives have been organized by the Wisconsin Council of Churches, Madison Urban Ministry, Holy Wisdom Monastery, the Dane Sanctuary Coalition and

neighborhood church events. Recently, a group of 19 members from our congregation joined with some members of another congregation that is primarily African American, for a Civil Rights tour of the south. Issues of race and racism are important in the Madison community and ORUCC will be moving in ways to help our congregation engage more fully.

We are part of the Wisconsin Council of Churches, including a newly formed Four-Way covenant with the Executive Director, the Rev. Kerri Parker. We have a shared ministry agreement with Madison Mennonite Church who uses our space for worship on Sunday evenings as well as for occasional shared worship services. We are a founding member of the Dane Sanctuary Coalition. We are partners with The Crossing Campus Ministry (ecumenical), Madison Area Urban Ministry (interfaith), and Habitat for Humanity (ecumenical).

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

We endeavor to weave our vision statement, *Spiritually Alive, Joyfully Inclusive, Committed to Justice* into everything we do, inside and outside the congregation. Some members of the congregation spend considerable time in service activities in the community.

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 expectation is mostly informal and unwritten, but there has been a strong affirmation for the senior pastor to be a part of the community and wider church efforts. The pastor connects community work with issues and organizations that have a direct connection to the congregation - things like the Wisconsin UCC camps, Dane Sanctuary Coalition, and the Southwest Partnership. There is not a specific time allocation, but church members seem proud and appreciative when hearing about community organizations the pastor is working with.

MissionInSite

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

The MissionInSite data shows a large income disparity among racial/ethnic groups within the neighborhood. The congregation may wish to work with community partners on efforts to reduce these disparities in the future.

The report suggests likely top reasons for non-participation in religious communities include "Religious People too Judgmental" and "Don't trust organized religion." This may present an opportunity that could be met by acting on a recognized desire within the congregation to promote progressive christianity in general, and ORUCC as a particular example of a church that is open to many viewpoints.

The report also suggests a likely significant increase in retirement age population. This may present opportunities to increase engagement in the community on issues specific to that population, as well as dovetailing with an existing desire in the church for more intergenerational activities.

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?

Roughly 30% of the neighborhood has a bachelor's degree as their highest degree, along with about 20% graduate degrees, compared to 60% bachelors and 30% graduate degree in the church membership. Similarly, the congregation has a higher percentage of white collar employment.

The neighborhood is about 2/3 white, with a significantly more racially diverse population than the congregation.

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

Our service ministry is in an evolving effort to dialogue with community partners to envision our role in partnership with our community. There are issues facing our neighborhood that are everywhere in our world today. We see them and have been responding to some of them.

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

A wide variety of community leaders in the both neighborhoods surrounding the church and in the broader city and county, are aware of the work of ORUCC to put our faith into action. For many reasons, ORUCC is admired and appreciated as an organization that puts its faith into action—church people who put our individual and corporate funds, time, prestige, talents, listening ears, and hands and feet where we believe the gospel calls us. We have received much positive feedback from grassroots neighborhood leaders, neighborhood school leaders, non-governmental and governmental organizations serving our neighborhood, agencies serving homeless and housing-unstable families and individuals, and advocates for people with disabilities. Lately, we have been appreciated for our congregational commitment to be a Safe Sanctuary church for immigrants, and for speaking out as well as offering the potential of physical sanctuary if and when needed. We are also known and appreciated as an open and affirming congregation for LGBTQ people, and as a church that is hospitable to newcomers and visitors.

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

Members cite the warm, friendly, inviting and supportive community at ORUCC as a reason they continue to attend. They also cite an openness to spiritual and religious questioning as well as the diversity of theological views that thrive within the congregation. This supports the development of meaningful relationships, congregational education about important issues, and the development of programs to promote action on social justice issues. The vibrant children and youth activities, highlighted by the Sunday School program and annual youth mission trip, are also a powerful factor connecting new members to the church.

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

Mike Bruce, Dane County Joining Forces for Families. Our congregation works closely with him on initiatives to support those living nearby who deal with issues of housing, jobs and income inequality.

Bruce@countyofdane.com

REFERENCE 2

Ron Adams, Mennonite Pastor The Mennonites share our building space. Ron was their pastor for several years.

ronadams4909@gmail.com

REFERENCE 3

Glenn Svetnicka - glenn@ucci.org

United Church Camps, Inc

Worked closely with ORUCC on supporting the camps' ministry

PROMPTS FOR REFERENCES

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

Describe some areas for improvement in this church's ministry.

Describe a significant experience you have had of this church's ministry.

Anything else you wish to share.

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:

We realize that it could feel intimidating to follow a senior pastor who had been with us for twenty years. We want you to know that we don't expect any candidate to come "fully formed." All of us—both pastors and congregants—are on a journey together. We trust one another, nurture one another, pray and play together, grow in wisdom and wonderment together. We promise that we will offer an extravagant welcome to our new senior pastor. We will do all we can to support that person, just as they will support us. Our prayer is one of trust: that there is someone who will feel called to take this holy journey with us, who will wholeheartedly offer their best to us as we will offer our best to them, and who will honor the God-ness in us as we will honor the God-ness in them. May it be so.

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?

The Local Church Profile was written by all members of the search committee. Contributions to the profile were made by the members of Ministries, staff, and other members of the congregation as part of listening groups facilitated by the search committee. Ninety-four adult members of the congregation as well as middle and high school youth participated in these groups.

2. Additional comments for interpreting the profile:

The profile is straightforward and comprehensive and represents significant input from the congregation.

Signed:

Sara Roberts, Chair of Search Committee, January 23, 2019

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". The signature is written in black ink on a light-colored background.

Signature:

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

Email: jthomson@wcucc.org

Phone: 608-630-2992

Date: January 24, 2019

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

From Pastor Ron Adams

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

ORUCC is a hospitable and welcoming congregation. They have generously shared their facilities with Madison Mennonite Church for 20-plus years. Scheduling usage of the building was never a problem, whether for meetings, special events or worship. Despite being renters, Madison Mennonite felt a real sense of ownership of the building and its care. Given that Mennonites can be reluctant to presume on someone else's generosity, the fact that we felt a sense of ownership is evidence of ORUCC's grace.

ORUCC is a congregation that sees itself as belonging to its neighborhood. With that awareness comes a sense of responsibility and even obligation to be a source of healing and hope in the neighborhood. What's remarkable to me is how wide-spread this awareness is within the congregation. It's not simply a leadership goal to be promoted among the membership. It's an awareness owned by the congregation. It seems to me to be an essential aspect of ORUCC's identity. Congregation and leadership seek out ways to serve the world around them, collaboratively and independently as circumstances dictate.

ORUCC is a lively worshiping body. There is an energy in the sanctuary that is warm and inviting. People genuinely seem glad to be there. Visitors are made welcome. Members are not at all reluctant to speak about the benefits they receive as participants in congregational work and worship. The programming for children and youth is excellent, and is grounded in a love of those youngest among them. Madison Mennonite youth have enjoyed participating in many shared activities over the years. ORUCC is also blessed with a variety of gifted musicians, making for a variety of musical offerings and styles.

Describe some areas for improvement in this church's ministry.

I honestly cannot think of anything.

Describe a significant experience you have had of this church's ministry

When ORUCC decided to explore what it might mean to become a sanctuary church, we Mennonites were invited to join the conversation. ORUCC leadership created an extensive process of information sharing, discussion opportunities, question and answer sessions, to prepare the congregation to discern next steps. From the beginning it was a conversation both within and between our two congregations. It was also a conversation with the broader faith community of Madison. A network of concerned religious communities was formed, and ORUCC was an early member of that network. And all of it was in response to a need expressed by members of the Madison community whose families and friends were at risk of detention and deportation. While

the discernment process took time, it seemed to me that it was never a question of whether or not to help, but rather **how** to help those in the community asking for it.

Anything else you wish to share.

I arrived in Madison in 2011, shortly after ORUCC completed a renovation of its facilities. There are two aspects of that renovation that seem to me to characterize the ORUCC spirit. The first is that, without asking if the Mennonites wanted an office for their incoming pastor, ORUCC included that office in their renovation plans. It was a gift to Madison Mennonite and to me, the first to occupy that office. The second aspect I want to highlight is that, when the renovation was completed, ORUCC made a generous contribution to a neighborhood social service agency representing a tithe on the cost of the renovation. That contribution made possible some significant resourcing for residents nearby. Another gift from ORUCC to its neighbors.

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

ORUCC has made intentional connections to both the community of people worshipping there, as well as, the greater community surrounding this church. The grace that Winton and others displayed in building these connections, trusting and listening to others, and in their willingness to learn and help have been amazing.

There is a strong sense of tolerance and openness to others and all of their diversity at ORUCC. It has been really impressive to see the passion to social justice issues coming from this church and the people attending there.

It has been my pleasure to work with Winton and others on several projects locally. The support from ORUCC has been invaluable to the community and they have become one of the most important partners available locally. This potential has been amplified through multiple projects they have engaged in with other area churches and interested neighbors.

Describe some areas for improvement in this church's ministry.

I don't know that I have too many suggestions for improvement. One challenge I could mention is that the diversity of interests and opportunities folks are interested in at this church is vast. While this is impressive and suggests the overall care and compassion coming from members, it can make prioritizing difficult.

Describe a significant experience you have had of this church's ministry.

I have worked with Winton and multiple other ORUCC folks on a community project. ORUCC funded this effort with money raised related to their remodel. It was one of the most inspirational projects I have been involved with.

Anything else you wish to share.

Only that ORUCC has been a complete delight to work with. I don't know what I would have done without them in the neighborhood.

-Mike Bruce (JFF Community Social Worker Supervisor)

Areas of Strength for Orchard Ridge:

From the outside looking in, your church really has MUCH to boast. You have a strong commitment to social justice, are clearly open and affirming to all without exception, and have a strong sense of community both internally and externally. Your commitment to safe harbor for immigrants is commendable and puts your words into action. You have a robust commitment to the Outdoor Ministry programs of the WI Conference and you understand that commitment enhances your indoor ministry. Your worship is strong, your music program is top notch, and your multigenerational approach is clear. I would be remiss if I didn't call out your stellar fellowship ... clearly you people know how to party! One of the biggest testimonies to your strength is the number of retired clergy from our denomination and ecumenical partners that call Orchard Ridge home.

Area of Improvement:

When a church has it "going on" internally, there is little incentive to reach out externally. While I don't see it as deficient, the greater church is in need of your strength. There are area UCC Churches and other ecumenical partners that could benefit from affiliation with Orchard Ridge. This would require some conscious and deliberate outreach. Share your riches and talent ... you have been blessed!

Significant Experience with Your Ministry:

When I visit the Madison area, I get to choose where to worship. On several occasions I have chosen Orchard Ridge because it is warm, friendly, inviting, and feels like home! Frankly, I feel like I know so many people in your community that it is difficult to stop talking and start worshiping. But worship we do ... and excellent it is.

The ministry of United Church Camps, Inc. (UCCI) and the ministry of Orchard Ridge is interwoven on many intersections. You supply us with many volunteers for Camp AweSum. Our Family Camps at Moon Beach are robust due to the faithful following of several Orchard Ridge families. Our biggest winter retreat at Pilgrim Center is hosting the Orchard Ridge All-Church Retreat. You give generously to our fund raising programs and the scholarship program.

It's not one significant experience with your church ... it's the sum total of the parts and it adds up to something spectacular!

Glenn Svetnicka

Executive Director

United Church Camps, Inc. (UCCI) – www.ucci.org

Glenn@ucci.org / 715-891-0821



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

Church#:	861530	Schedule:	0	Orchard Ridge UCC	Madison	WI	53711		
Assoc:	836								
YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2007	382	150	110	0	19	0	0	171	-152
2008	405	181	80	10	0	23	10	0	23
2009	413	189	122	0	0	24	16	0	8
2010	411	190	145	0	0	18	20	0	-2
2011	441	192	75	5	0	25	5	0	25
2012	464	175	105	0	0	31	2	6	23
2013	479	175	105	4	0	29	3	15	15
2014	488	184	130	0	0	20	3	8	9
2015	488	184	130	0	0	0	0	0	0
2016	488	184	130	0	0	0	0	0	0
2017	505	169	155	10	0	19	19	3	7

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP/ CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2007	\$295,631	\$0	\$15,965	\$2,902	\$18,867	\$46,697	\$65,564	5.40	\$361,195	\$300,396
2008	\$339,962	\$0	\$17,075	\$11,245	\$28,320	\$46,104	\$74,424	5.02	\$414,386	\$310,500
2009	\$344,770	\$0	\$17,000	\$3,669	\$20,669	\$56,054	\$76,733	4.93	\$421,503	\$356,048
2010	\$354,662	\$0	\$17,000	\$6,550	\$23,550	\$24,096	\$47,646	4.79	\$402,308	\$325,230
2011	\$369,188	\$1,117,951	\$17,000	\$14,199	\$31,199	\$24,358	\$55,557	4.73	\$1,532,696	\$331,007
2012	\$365,247	\$0	\$18,000	\$19,452	\$37,452	\$38,628	\$75,980	5.07	\$431,227	\$350,530
2013	\$389,958	\$0	\$18,000	\$11,400	\$29,400	\$98,090	\$127,490	4.62	\$517,448	\$368,277
2014	\$374,278	\$0	\$18,718	\$37,810	\$56,528	\$103,346	\$159,874	5.00	\$534,152	\$384,987
2015	\$374,278	\$0	\$18,000	\$10,317	\$28,317	\$0	\$28,317	4.81	\$402,595	\$0
2016	\$374,278	\$0	\$18,000	\$47,457	\$65,457	\$0	\$65,457	4.81	\$439,735	\$0
2017	\$402,927	\$0	\$18,000	\$6,054	\$24,054	\$52,539	\$76,593	4.47	\$479,520	\$383,000
% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	TOTAL CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE	TOTAL	
2012-2017	8.84	-3.43	47.62	-6.45	175.00	13.42	-35.77	11.20		
2007-2017	32.20	12.67	40.91	52.63	-87.13	36.29	27.49	32.76		

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.

Ochard Ridge United Church of Christ
2018 Budget, 2018 Actual Spending and Income, and Proposed 2019 Budget

	2018 Budget			Proposed 2019 Budget		
	Current Budget	Dec 31 Actual	Difference (Budget- Actual)	Amount	Diff previous to current	Pct Change
OPERATING RECEIPTS:						
Surplus	0.00	0.00	0.00	0.00	\$0.00	
Pledge Receipts	\$408,111.18	\$410,140.36	\$2,029.18	\$419,702.04	\$11,590.86	2.84%
Unpledged Giving	\$13,000.00	\$16,050.00	\$3,050.00	\$13,000.00	\$0.00	
Building Income	\$2,500.00	\$2,926.47	\$426.47	\$2,500.00	\$0.00	
Mennonite Lease	\$16,500.00	\$16,839.70	\$339.70	\$16,500.00	\$0.00	
Interest Income	\$0.00	\$18.30	\$18.30	\$0.00	\$0.00	
Gain/Loss on Sale of Investments	\$0.00	-\$65.84	-\$65.84	\$0.00	\$0.00	
Miscellaneous Income	\$0.00	\$477.00	\$477.00	\$0.00	\$0.00	
Total Receipts	\$440,111.18	\$446,385.99	\$6,274.81	\$451,702.04	\$11,590.86	2.63%
OPERATING DISBURSEMENTS:						
Staff	\$299,928.35	\$299,663.88	\$264.47	\$321,787.25	\$21,858.90	7.29%
Administration	\$17,275.00	\$16,865.92	\$409.08	\$17,275.00	\$0.00	
Resources	\$51,200.00	\$50,928.43	\$271.57	\$48,200.00	-\$3,000.00	-5.86%
Adult Faith Formation	\$7,125.00	\$4,486.30	\$2,638.70	\$6,625.00	-\$500.00	-7.02%
Youth Faith Formation	\$14,400.00	\$12,490.65	\$1,909.35	\$13,400.00	-\$1,000.00	-6.94%
Christian Witness and Service	\$39,632.00	\$39,632.00	\$0.00	\$40,481.25	\$849.25	2.14%
Stewardship	\$600.00	\$1,100.56	-\$500.56	\$600.00	\$0.00	
Congregational Life	\$1,800.00	\$1,866.19	-\$66.19	\$1,800.00	\$0.00	0.00%
Total Disbursements	\$431,960.35	\$427,033.93	\$4,926.42	\$450,168.50	\$18,208.15	4.22%
OPERATING SURPLUS	\$8,150.83	\$19,352.06		\$1,533.54		

ORCHARD RIDGE UNITED CHURCH OF CHRIST

	2018 Budget			Proposed 2019 Budget		
	Budget	Actual	Difference (Budget- Actual)	Amount	Difference (2019-2018)	Pct Change
<u>Staff (Sch A)</u>						
<u>Senior Pastor - (Winton Boyd/Laura Crow - full time)</u>						
Salary	2,493.42	2,493.36		45,000.00		
FICA	5,531.82	5,531.76		5,355.00		
Pension Fund	10,123.60	10,123.48		0.00		
Pre-Tax Pension	24,000.00	24,000.00		0.00		
Disability Insurance	340.00	247.46		0.00		
Housing Allowance	45,817.92	45,817.92		25,000.00		
Auto Allowance	2,000.00	1,458.75		2,000.00		
Continuing Education	1,400.00	1,433.50		1,400.00		
Health Insurance	13,717.44	13,717.44		0.00		
Dental Insurance	945.00	945.00		0.00		
Miscellaneous Expenses	600.00	868.48		600.00		
Subtotal	106,969.20	106,637.15	332.05	79,355.00	-27,614.20	-25.82%
<u>Final Payments - Winton Boyd - 4 weeks</u>						
Salary+Housing+Pre-Tax Pension				6,025.94		
FICA				460.98		
Health Insurance				1,248.06		
Pension				843.63		
Subtotal				8,578.61		
<u>Associate Pastor (Tammy Martens - 2/3rds time):</u>						
Salary	0.00			0.00		
Housing Allowance	35,160.36	35,160.48		37,621.59	2,461.23	7.00%
FICA	3,255.81	3,225.68		3,456.30		
Pension Fund	4,570.85	4,570.80		4,890.81		
Health Insurance (Cash in lieu of)	7,399.20	7,399.20		7558.8		
Life and Disability insurance	1,054.81	1,054.80		1,128.65		
Auto Allowance	1,340.00	1,223.94		1,340.00		
Continuing Education	938.00	681.70		938.00		
Miscellaneous Expenses	402.00	658.30		402.00		
Subtotal	54,121.03	53,974.90	146.13	57,336.14	3,215.11	5.94%
<u>Associate Pastor (Ken Pennings - 1/2 time):</u>						
Salary	10,866.79	10,866.72	0.07	11,627.47		
FICA	2,548.77	2,548.64	0.13	2,699.77		
Pension Fund	3,369.34	3,369.36	-0.02	3,605.20		
Life and Disability insurance	777.54	777.49	0.05	831.97		
Auto Allowance	1,000.00	1,000.00	0.00	1,000.00		
Continuing Education	700.00	700.00	0.00	700.00		
Housing Allowance	15,051.22	15,051.12	0.10	16,104.81	1,053.59	7.00%
Health Insurance (Cash in lieu of)	7,399.20	7,399.20	0.00	7558.8		
Miscellaneous Expenses	300.00	300.00	0.00	300.00		
Subtotal	42,012.86	42,012.53	0.33	44,428.00	2,415.14	5.75%

ORCHARD RIDGE UNITED CHURCH OF CHRIST

2018 Budget

Proposed 2019 Budget

	Budget	Actual	Difference (Budget- Actual)	Amount	Difference (2019-2018)	Pct Change
<u>Music Director (Bruce Gladstone):</u>						
Salary	9,464.72	9,464.76	-0.04	9,654.01		
FICA	724.05	724.05	0.00	738.53		
Subtotal	10,188.77	10,188.81	-0.04	10,392.55	203.78	2.00%
<u>Accompanist (Vicki Nonn):</u>						
Salary	6,497.97	6,498.00	-0.03	6,627.93		
FICA	497.10	497.04	0.06	507.04		
Subtotal	6,995.07	6,995.04	0.03	7,134.97	139.90	2.00%
<u>Handbell Director (Bethany Schultz):</u>						
Salary	4,459.46	4,459.50	-0.04	4,548.65		
FICA	341.15	341.10	0.05	347.97		
Subtotal	4,800.61	4,800.60	0.01	4,896.62	96.01	2.00%
<u>Youth Music Director (Julie Mazer):</u>						
Salary	4,548.65	4,548.69	-0.04	4,639.62		
FICA	347.97	348.03	-0.06	354.93		
Subtotal	4,896.62	4,896.72	-0.10	4,994.55	97.93	2.00%
<u>Tru Function Director (Rob Martens):</u>						
Salary	4,459.46	4,459.50	-0.04	4,548.65		
FICA	341.15	341.10	0.05	347.97		
Subtotal	4,800.61	4,800.60	0.01	4,896.62	96.01	2.00%
<u>Office Manager (Debbie Bauerkemper/Julie Wombacher)</u>						
Office Manager Salary	34,834.89	34,834.92	-0.03	35,000.00		
Officer Manager FICA	3,503.23	3,503.27	-0.04	3,533.54		
Health Insurance (Cash in lieu of)	10,959.00	10,959.00	0.00	11,190.00		
Subtotal	49,297.12	49,297.19	-0.07	49,723.54	426.41	0.86%
<u>Final Payments - Debbie Bauerkemper (8 weeks)</u>						
Salary+Health Insurance				7,632.00		
FICA				583.85		
Subtotal				8,215.85		
<u>Custodian (Tim Rotar):</u>						
Salary	10,957.23	10,957.20	0.03	11,176.37		
FICA	838.23	838.31	-0.08	854.99		
Subtotal	11,795.46	11,795.51	-0.05	12,031.37	235.91	2.00%
<u>Other Staff Costs:</u>						
Workers Comp Insurance	2,051.00	2,264.83	-213.83	2,264.83	213.83	
Sabbatical Fund	2,000.00	2,000.00	0.00	2,000.00	0.00	
Subtotal	4,051.00	4,264.83	-213.83	4,264.83	213.83	5.28%
<u>Search Costs</u>						
New Communications Coordinator (.375 of Office Manager for 10 months)				10,000.00		
				15,538.60		
Total Staff Costs	299,928.35	299,663.88	264.47	321,787.25	21,858.89	7.29%

ORCHARD RIDGE UNITED CHURCH OF CHRIST

	2018 Budget			Proposed 2019 Budget		
	Budget	Actual	Difference (Budget- Actual)	Amount	Difference (2019-2018)	Pct Change
<u>Administration (Sch B)</u>						
Telephone	1,950.00	3,151.44	-1,201.44	1,950.00	0.00	
Postage	1,500.00	956.25	543.75	1,500.00	0.00	
Office Supplies	5,000.00	5,364.65	-364.65	5,000.00	0.00	
Copier Supplies	4,000.00	3,632.66	367.34	4,000.00	0.00	
Office Equipment	500.00	0.00	500.00	500.00	0.00	
Website	500.00	462.00	38.00	500.00	0.00	
Lay Leadership	1,100.00	918.52	181.48	1,100.00	0.00	
Advertising	1,000.00	584.93	415.07	1,000.00	0.00	
Administrative Contracts	500.00	500.00	0.00	500.00	0.00	
Vanco (on line contribution service)	575.00	727.80	-152.80	575.00	0.00	
Checking Acct Fees	650.00	567.67	-306.25	650.00	0.00	
Subtotal	17,275.00	16,865.92	409.08	17,275.00	0.00	0.0%
<u>Resources (Sch C)</u>						
Water and Sewer	2,500.00	2,320.30	179.70	2,500.00	0.00	
Lawn Maintenance	2,500.00	2,279.50	220.50	2,500.00	0.00	
Snow Removal	4,000.00	3,018.00	982.00	4,000.00	0.00	
Maintenance Contracts	4,000.00	2,896.64	1,103.36	4,000.00	0.00	
Property Insurance	6,800.00	5,310.00	1,490.00	5,800.00	-1,000.00	
Church Maint & Repair	9,000.00	14,785.49	-5,785.49	9,000.00	0.00	
Janitorial Supplies	1,200.00	910.76	289.24	1,200.00	0.00	
Gas and Electric	18,000.00	16,672.74	1,327.26	17,000.00	-1,000.00	
Cleaning Services	200.00	0.00	200.00	200.00	0.00	
Property Maint Set-aside	2,000.00	2,000.00	0.00	2,000.00	0.00	
Veggie Village Structure	1,000.00	735.00	265.00	0.00	-1,000.00	
Subtotal	51,200.00	50,928.43	271.57	48,200.00	-3,000.00	-5.9%
<u>Adult Faith Formation (Sch D)</u>						
Piano and Organ Maintenance	500.00	1,177.00	-677.00	500.00	0.00	
Guest Preachers	300.00	125.00	175.00	300.00	0.00	
Substitute Accompanists	400.00	100.00	300.00	400.00	0.00	
Senior Choir Music	1,300.00	231.50	1,068.50	800.00	-500.00	
Handbell Choir Music	800.00	298.34	501.66	800.00	0.00	
Guest Musicians	750.00	400.00	350.00	750.00	0.00	
Worship Supplies	1,200.00	971.98	228.02	1,200.00	0.00	
Communion Supplies	175.00	126.60	48.40	175.00	0.00	
Adult Education	1,200.00	1,055.88	144.12	1,200.00	0.00	
Tru Function/Tru Gumption Music	500.00	0.00	500.00	500.00	0.00	
Subtotal	7,125.00	4,486.30	2,638.70	6,625.00	-500.00	-7.0%

ORCHARD RIDGE UNITED CHURCH OF CHRIST

	2018 Budget			Proposed 2019 Budget		
	Budget	Actual	Difference (Budget- Actual)	Amount	Difference (2019-2018)	Pct Change
<u>Youth Faith Formation (Sch E)</u>						
Sunday School	2,800.00	2,356.87	443.13	2,800.00	0.00	
Youth Gatherings Food	2,000.00	2,344.14	-344.14	2,000.00	0.00	
Teacher Recognition	200.00	427.01	-227.01	200.00	0.00	
Sr. High Programming	500.00	300.00	200.00	500.00	0.00	
Middle School Programming	1,200.00	1,016.28	183.72	1,200.00	0.00	
Safe Sanctuary	100.00	28.00	72.00	100.00	0.00	
Nursery Care and Supplies	6,000.00	4,543.07	1,456.93	5,000.00	-1,000.00	
Youth Music Program	1,600.00	1,475.28	124.72	1,600.00	0.00	
Subtotal	14,400.00	12,490.65	1,909.35	13,400.00	-1,000.00	-6.9%
<u>Christian Witness & Service (Sch F)</u>						
United Church of Christ Support	23,000.00	23,000.00	0.00	23,000.00	0.00	
Outreach Support	6,750.00	6,750.00	0.00	6,750.00	0.00	
S.W. Association Dues	2,440.00	2,440.00	0.00	3,030.00	590.00	
Group Health Ins. - Conference	7,442.00	7,442.00	0.00	7,701.25	259.25	
Subtotal	39,632.00	39,632.00	0.00	40,481.25	849.25	2.1%
<u>Stewardship (Sch G)</u>						
Stewardship	600.00	1,100.56	-500.56	600.00	0.00	0.0%
<u>Congregational Life (Sch H)</u>						
General Expenses	1,800.00	1,866.19	-66.19	1,800.00	0.00	
Subtotal	1,800.00	1,866.19	-66.19	1,800.00	0.00	0%
Operations Total Expenses:	431,960.35	427,033.93	4,926.42	450,168.50	18,208.14	4.22%

**ORCHARD RIDGE UNITED CHURCH OF CHRIST
STATEMENT OF CASH POSITION
December 31, 2018**

ASSETS

Cash

Operations Checking Account	\$ 163,492.88
Petty Cash	\$ 43.50
Operations Savings Account	\$ 30,475.49
Capital Campaign Checking Acct	\$ (3.00)
Total	<u>\$ 194,008.87</u>

Investments

United Church Foundation: UCF 861530	\$ 69,733.71
United Church Foundation: UCF 861531	\$ 58,165.44
Total	<u>\$ 127,899.15</u>

Total Financial Assets	\$	321,908.02
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LIABILITIES AND FUND BALANCES

Current Liabilities

Pledges Received for Future Year	\$ 42,957.25
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Non Operating funds

Special Funds	\$ 115,765.17
General Memorial Funds	\$ 49,115.04
Capital Major Repair Reserve	\$ 69,733.71
Operation Vision Investment Reserve	\$ 58,165.44
Total	<u>\$ 292,779.36</u>

Total Liabilities	\$	335,736.61
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Fund Balance	<u>-\$13,828.59</u>	
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Total Liabilities and Equity	\$	321,908.02
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	Bal 12/31/17	Receipts	Disbursements	Bal 12/31/17	
Special Funds:					
001	Sunday School Fund	\$0.00	\$ -	\$ -	\$0.00
002	Youth and Music Fund	\$82.50	\$ -	\$ 82.50	\$0.00
003	Birthday Fund	\$1,606.58	\$ 1,093.20	\$ -	\$2,699.78
004	Church Retreats	\$6,651.00	\$ 8,895.01	\$ 7,748.34	\$7,797.67
005	Handbell Fund	\$0.00	\$ -	\$ -	\$0.00
006	6th-8th Grade Fund	(\$250.00)	\$ 775.00	\$ 250.00	\$275.00
007	Prayer Shawl Fund	\$142.23	\$ -	\$ -	\$142.23
008	Compassion Offering	\$0.00	\$31,875.17	\$ 31,875.17	\$0.00
009	Handbell Enrichment	\$3,383.90	\$ 234.74	\$ 2,424.23	\$1,194.41
010	3rd - 6th Grade Fund	\$0.00	\$ -	\$ -	\$0.00
011	Fair Trade Signs	\$0.00	\$ 102.57	\$ 102.57	\$0.00
012	CROP Fund	\$0.00	\$ -	\$ -	\$0.00
013	Property Maint. Set-aside	\$0.00	\$ 2,000.00	\$ -	\$2,000.00
015	High School Band Fund	(\$1,480.92)	\$ -	\$ -	(\$1,480.92)
016	Sabbatical Fund	\$6,950.00	\$ 2,000.00	\$ 405.00	\$8,545.00
017	Pastor Discretionary Fund	\$2,252.92	\$ 1,976.38	\$ 3,170.17	\$1,059.13
018	International Fair	\$185.62	\$ 277.08	\$ 102.57	\$360.13
019	IHN Special Fund	\$1,280.38	\$ 570.00	\$ 1,850.38	\$0.00
020	CWS Neighborhood Stabilization	\$0.00	\$ 1,269.00	\$ -	\$1,269.00
021	Party Gras Fund	\$0.00	\$ -	\$ -	\$0.00
022	Over 55	\$292.32	\$ 3,185.00	\$ 2,944.82	\$532.50
023	God Is Still Speaking	\$0.00	\$ -	\$ -	\$0.00
024	Flower Fund	\$596.93	\$ 810.00	\$ 929.10	\$477.83
025	Signs-Neighborhood	\$0.00	\$ -	\$ -	\$0.00
026	Blackhawk JFF Family Project	\$11,500.00	\$ -	\$ 11,500.00	\$0.00
027	Online Programs/Tickets	\$1.03	\$ -	\$ 1.03	(\$0.00)
030	Senior Choir Fund	\$375.00	\$ -	\$ -	\$375.00
031	Youth Work Trip Scholarship	\$500.00	\$ 1,500.00	\$ 500.00	\$1,500.00
032	Coffee Special Fund	\$220.17	\$ 1,485.17	\$ 1,427.56	\$277.78
033	Cong'l Life Special Fund	\$0.00	\$ 50.00	\$ 50.00	\$0.00
034	Soup Supper Fund	\$0.00	\$ -	\$ -	\$0.00
035	Youth Work Trip Fund	\$7,793.61	\$20,320.12	\$ 19,297.84	\$8,815.89
036	Dianne Card Sale - Eviction	\$164.00	\$ 983.00	\$ 1,147.00	\$0.00
037	Landscaping Fund	\$3,678.47	\$ 1,500.00	\$ 394.40	\$4,784.07
038	Benson Fund	\$45.00	\$ -	\$ 45.00	\$0.00
039	Vegetable Village Fund	\$1,069.82	\$ 420.00	\$ 480.70	\$1,009.12
040	Thanksgiving Baskets	(\$29.65)	\$ 4,336.90	\$ 4,271.90	\$35.35
041	Seed for Next Generation Fund	\$0.00	\$ -	\$ -	\$0.00
042	The Crossing	\$0.00	\$ -	\$ -	\$0.00
043	SWP Common Wealth	\$4,480.07	\$18,232.92	\$ 22,712.99	\$0.00
044	New Initiatives Set-aside	\$330.23	\$ 94.96	\$ 425.19	(\$0.00)
045	Misc Items	\$1,981.18	\$ 8,400.80	\$ 9,814.67	\$567.31
046	SWP Wroten Salary	\$0.00	\$ -	\$ -	\$0.00
047	SWP Car Donations	\$647.73	\$ 1,290.00	\$ 1,737.85	\$199.88
048	Mennenote DSL	\$0.00	\$ 325.00	\$ 300.00	\$25.00
049	Catering Mission Team	\$949.38	\$ 6,091.50	\$ 5,812.57	\$1,228.31
050	Garth Fund	\$1,646.58	\$ 1,750.00	\$ 580.00	\$2,816.58
051	Earth Day Fund	\$0.00	\$ -	\$ -	\$0.00
052	Green Team Fund	\$0.00	\$ -	\$ -	\$0.00
053	Harvest Brunch	\$404.12	\$ -	\$ 404.12	\$0.00
054	Sanctuary Mission	\$100.00	\$ -	\$ 100.00	\$0.00
055	Leadership Retreat	(\$171.00)	\$ 127.72	\$ 110.42	(\$153.70)
089	Heart Home	\$9,500.00	\$52,455.00	\$ 30,000.00	\$31,955.00
090	Debt Retirement Giving	\$0.00	\$22,493.42	\$ 1,790.60	\$20,702.82
090	CAMP Campaign	\$2,964.06	\$ 8,422.17	\$ 11,386.23	\$0.00
098	Boyd Family Celebration	\$0.00	\$ 85.00	\$ -	\$85.00
099	Other Designated Fund	(\$111.29)	\$ 16,921.29	\$ 140.00	\$16,670.00
301	Adult Workshop/Retreat Fund	\$0.00	\$ -	\$ -	\$0.00
302	Confirmation / OWL Retreats	\$0.00	\$ -	\$ -	\$0.00
303	Book Sales Fund	\$0.00	\$ -	\$ -	\$0.00
950	Coming Out/Together Fund	\$0.00	\$ -	\$ -	\$0.00
999	Suspense Special Fund	\$0.00	\$ -	\$ -	\$0.00
	Total Special Funds	\$69,731.97			\$115,765.17
Memorial Funds:					
2320	General Memorial Fund	\$18,518.98	\$33,807.06	\$3,211.00	\$49,115.04
Investment Funds:					
2310	Endowment Fund	\$0.00	\$0.00	\$0.00	\$0.00 Transferred to UCF 86530
2701	Operation Vision Investment Reserve	\$56,084.91	\$23,215.95	\$21,135.42	\$58,165.44 UCF 861531
Other Non-Operating Funds:					
2810	Spirit Raising Fund	\$1,000.00	\$0.00	\$0.00	\$1,000.00

See note below

Note - To be transferred to UCF 861530