

# UNITED CHURCH OF CHRIST LOCAL CHURCH PROFILE



Windsor United Church of Christ  
Windsor, Wisconsin

Pastor

Wisconsin Conference -- United Church of Christ  
Southwest Association

June 1, 2019

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*And he gave the apostles, the prophets, the evangelists, the shepherds and teachers, to equip the saints for the work of ministry, for building up the body of Christ.*

*(Ephesians 4:11-12)*

## I. POSITION POSTING

### LISTING INFORMATION:

Windsor United Church of Christ  
4434 2nd Street  
Windsor, WI 53598  
[www.windsorucc.com](http://www.windsorucc.com)

*Conference:* Wisconsin Conference -- United Church of Christ

*Association:* Southwest

*UCC Conference or Association Staff Contact Person:* Rev. Franz Rigert

Photographs:



*Current Size of Membership:* 412 Members

*Position Title:* Pastor

*Position Duration:* Settled

*Level:* Full Time

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

## **SCOPE AND WORK:**

We are seeking a Pastor with the skills to be a spiritual teacher, compassionate outreach minister, and an organized leader of the business operations of our church.

As a spiritual teacher, this person will support and inspire the learning of all members of the congregation, youth through adult. The pastor will provide opportunities for all people to grow in their faith, and will successfully relate the teachings of the Bible to the everyday lives of our congregants. This includes the continuation of both our youth/adult educational programming, as well as church service worship.

We value the work of outreach ministry. This person will be a visible member of our greater community, participating in local events related to and separate from the church. The pastor will also look to grow the mission work of our church. Locally, this includes connecting with those who are in need of our church's support (hospitals, nursing homes, etc.). Globally, this includes expanding on the international aid work we support as a congregation.

There is also a desire to grow the active membership of our congregation. This often begins with reaching out beyond the walls of our church. We are also looking for someone with a desire to collaborate with other area churches on various ministry projects.

The third competency we are looking for in a candidate is a person to lead the business operations of our church. This includes, but is not limited to, understanding the financial makeup of our church, with the ability to communicate this clearly to a large group. It also means being a skilled facilitator of committee/congregational meetings.

## **COMPENSATION AND SUPPORT:**

*Salary Basis and Housing Allowance:* \$50,000-\$70,000

*Benefits:* Final package to be negotiated. Potential benefits may include: health/dental insurance, life insurance, social security offset, pension, vacation, study leave, and continuing education.

*State any incentives:* Sabbaticals have been offered after seven years of service.

*Describe peer and professional supports available for ministers in your association/conference:* The Wisconsin Conference UCC Trost Center is located here in Windsor, WI and offers support and guidance for our pastors.

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## II. WHO IS GOD CALLING US TO BECOME?

### WHO IS GOD CALLING YOU TO BECOME AS A CONGREGATION?

Based on the feedback from multiple recent surveys, it is clear that our congregation is feeling the call to continue to grow in the areas of diversity and acceptance. Whether it is politics, race, or sexual orientation, we are feeling the desire to increase our community outreach in various forms. This includes local, national and international efforts. We would like to see our church become more visible in the local community and build relationships with other congregations in the area. We would love to see our faith formation increase through worship, outreach, and formal educational opportunities, including an increased focus on engaging youth in the life of the church. Through all this, we continue to see ourselves as welcoming, accepting, outgoing and friendly; and with the right leadership, these strengths will continue to grow and become an even stronger asset to our church community.

### DESCRIBE HOW GOD IS CALLING YOU TO REACH OUT TO ADDRESS THE EMERGING CHALLENGES AND OPPORTUNITIES OF YOUR COMMUNITY AND CONGREGATION.

Our purpose: *“The purpose of this church is to proclaim the Gospel of Christ, to serve God and to enlist persons as disciples of Jesus Christ.”*

We have several examples of how we have enlisted persons as disciples of Jesus Christ; such as raising money through various activities (shoe drive and Fall Festival) and donating it to hurricane victims. We have provided shelter and food to homeless persons through working with The Road Home and supporting efforts with *One Great Hour of Sharing* during Lent. We continue to support a local men’s shelter with a meal once a month. Our 7<sup>th</sup> and 8<sup>th</sup> grade Sunday school organized Blessing Bags for the men’s homeless shelter. Our quilting/knitting groups make and collect objects such as infant hats and receiving blankets to donate to infants in Tanzania. We have a yearly giving tree that donates Christmas gifts to DeForest Area Needs Network (DANN).

Our vision: *“Living and serving from generation to generation in the name of Jesus Christ”*

We have several experiences that speak to our vision of serving from generation to generation. Our congregation supports children in Haiti through sponsorships that provide educational experiences. This is also broadened through trips to Haiti with some of our members to help further build/rebuild communities that support healthy lives and learning. We are feeling called to enhance this further by finding ways to incorporate more members including our youth, to help with this process. We would like to grow our youth programs to be more robust with community outreach projects at the local and perhaps the national level. It is our desire to continue to provide help with making meals for Feed the Kids Foundation and support our local food pantry as well as monthly meals for a local men’s homeless shelter.

### III. WHO ARE WE NOW?

#### CONGREGATIONAL REFLECTIONS

*Describe your congregation's life of faith.*

Windsor United Church of Christ's life of faith is strong because the church itself is diverse, we share common goals, and so many attendees are hardworking generous people. We have a number of people who have given up their time and volunteered as Sunday school teachers, and still have more enthusiasm for educational program's growth.

A huge part of the congregation's life and spirit is the desire to see every part of the church grow. The church has consistently been devoted to mission work in Haiti, supporting children's education and also trying our best to support those who struggle with hunger and homelessness just outside our own walls. However, none of that could be possible if the members of our church weren't willing to share their talents, give up their time, and donate a little more to those who are less fortunate. Our congregation has a reputation for being accepting no matter your socio-economic status, your political opinions, your age, your gender, or your race.

Our congregation prefers a scripture based message that emphasizes real life examples of the application of that scripture. We speak and embrace God in a way that is applicable to today with enthusiasm to move forward in this dramatically changing world.

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

Our congregation describes itself as warm and welcoming to all. We have a thriving music program. We openly support projects, both in faith and mission.

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

We have two different styles of worship, a traditional model and a contemporary model. Our traditional service features liturgy and music in keeping with the reformed and evangelical traditions of our Congregational forebears. The organ and hymns will suit the tastes of those long-familiar with Protestant worship. During the school year, traditional service is at 8:00. Our contemporary service features "Cornerstone", our praise band. We utilize piano, drums, bass guitar, percussion, woodwinds, and voices. The music is uplifting in its message, contemporary in its sound, and complements the readings and sermon for the week. During the school year, contemporary service is at 10:30.

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

Our youth are currently engaged in faith formation starting at preschool through 8<sup>th</sup> grade. We currently have 100 children registered for Sunday School. Classes occur for an hour between our two services from September through May. Our Sunday School program is free of charge and run by volunteers. Students are confirmed in 8<sup>th</sup> grade. The children's Sunday school program uses the *Whole People of God* curriculum with the exception of the nursery school class, which uses stories of their choosing. During Sunday School, there is a time for group worship with the children.

Our 8<sup>th</sup> grade confirmation class is currently taught by a faithful church member with pastoral support and monthly presence. This member has taught for 25 out of the last 30 years. The curriculum that is followed is from *My Confirmation*. Most recently our confirmation class was taught by our previous Senior Pastor, with less emphasis on the book, but engaged the children extemporaneously. The current schedule is four months between January through April. In the past, this class has met September through May for one hour on Sundays. Consideration is being given to return to the September through May schedule.

Our youth group currently has about 30 adolescents registered. This is comprised of the adolescents who have completed confirmation through senior year of high school. This group meets once a month and focuses on service oriented projects with some classes and fellowship times.

Our adult education classes occur on Sundays during the time of Sunday School. All adults are welcome and are able to drop in at their choosing. These classes are led by both Pastor and lay leadership throughout the year. The *Wired Word* is used as a basis, but there are also short term topics specific to studies.

We also offer seasonal studies for Advent and Lent, both led by pastoral staff and lay persons.

We have recently engaged in a special focus group on the topic of racism. We followed curriculum that was provided by the Wisconsin Council of Churches. This was taught by a group comprised of pastoral leadership and lay people together. It was offered twice for congregational members and once for the youth group.

We are currently offering a study of women in the Bible and the important roles they played. It is led by pastoral leadership and a lay person. All are welcome to attend.

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

The Pastor should expect to spend from 17-24 hours per month in various meetings of key committees. Weekly meetings with the church staff are expected. In addition, the Pastor meets monthly with the Church Council as well as the Finance and Personnel committees. A Pastoral Relations Committee is formed to serve as a feedback mechanism and support group for the Pastor. This committee also meets monthly.

Emergency decisions are made by the Pastor conferring with the moderator, financial secretary and appropriate ministry team leaders. Upon request, the church constitution and Annual Report will be provided.

## 11 YEAR REPORT

See Appendix A

### CONGREGATION DEMOGRAPHICS

*Describe those who participate in your church.*

		Is this number an estimate?
Number of active members:	412	No
Number of active non-members:	27	No
Total of church participants:	439	No

*The following information is drawn from recently completed surveys of the congregation. The numbers are estimates based on the number of respondents to the survey. See attached survey results in the appendix.*

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

		Is this number an estimate?
More than 10 years:	63%	Yes
Less than 10, more than 5 years:	16%	Yes
Less than 5 years:	21%	Yes

*Number of total participants by age:*

0-5	6-18	19-34	35-49	50-64	65-74	75+
18	39	27	64	55	37	58

*Percentage of adults in various household types:*

		<b>Is this number an estimate</b>
Single Adults	27%	Yes
Households with minors	32%	Yes
Joint households with no minors:	61%	Yes

*Education level of adult participants by percentage:*

		<b>Is this number an estimate?</b>
High School	21%	Yes
Some College	21%	Yes
College	35%	Yes
Graduate School	22%	Yes

*Percentage of adults in various employment types:*

		<b>Is this number an estimate?</b>
Adults who are employed:	54%	Yes
Adults who are retired:	44%	Yes
Adults who are not fully employed:	3%	Yes

*Percentage of occupation of each adult in your household? Check all that apply.*

<b>Business</b>	<b>Farmer</b>	<b>Student</b>	<b>Clerical</b>	<b>Manufacturing</b>	<b>Trades</b>	<b>Professiona l</b>	<b>Other</b>
23%	2%	3%	10%	6%	5%	40%	11%

*Describe the mix of ethnic heritages in your congregation, and the overall racial makeup. What does diversity mean in your context?*

The greater Windsor community is not very racially diverse. The membership of Windsor UCC reflects that make up. Our congregation, however, believes diversity is far more than a person's race and ethnicity. We are a diverse congregation when it comes to denominational history,



sexual orientation, political views, and socio-economic status. We greatly value the fact that our congregation has many perspectives represented. As the greater Windsor community continues to grow more diverse, our congregation welcomes the opportunity to grow with it.

## **PARTICIPATION AND STAFFING**

*Ways of gathering chart:*

<b>Ways of gathering</b>	<b>Estimated # of people involved in attendance</b>	<b>Who plans each of the listed gatherings?</b>
Adult Groups or classes	40	Pastor, adult leadership team and lay people
Baptisms (number last year)	12	Pastor
Children's Groups or Classes	100	Pastor, Chair or Nurture, volunteer teachers and student helpers
Christmas Eve and Easter Worship	350	Pastor, musical director and music committee members
Church-wide Meals	300	Lay people and pastor
Choirs and Music Groups	75	Musical director and music committee members
Communion (served how often?)	Monthly, first Sunday of the month	Pastor, musicians, worship committee members
Community Meals (Bucket Sunday)	12	Lay people
Confirmation (confirmed last year)	5	Pastor
Drama or Dance Program	15	Pastor and musical director and music committee members
Funerals	4	Pastor, musical director, committee members for hospitality, buildings/grounds
Outdoor Worship	15	Pastor and musical director
Prayer or Meditation Groups	20	Lay ministry members
Weddings (last year)	2	Pastor, musicians, administrative assistant
Worship – 8:00 am	25	Pastor, musical director, administrative assistant
Worship – 10:30 am	175	Pastor, musical director, administrative assistant
Youth Groups or Classes	10	Pastor/congregational life

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

Name	Retired
Rev. Carol Barth	Yes
Rev. Gretchen Lord Anderson	Yes
Rev. Bob Mutton	Yes
Rev. Bob Davis	Yes

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

Staff Person	Head of Staff?	Compensation (Includes Salary and Benefits)	Supervised By	Length of Tenure for current person in this position
Interim Pastor	Yes	\$100,419 (Full Time)	Church Council	7 Years as Associate Pastor / 6 months as Interim
Director of Music	No	\$61,506 (Part Time)	Head of Staff	12 Years
Office Manager	No	\$21,760 (Part Time)	Head of Staff	17 Years

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

It reflects that we recognize and support quality leadership in all areas of our church.

## CHURCH FINANCES

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

<b>Source</b>	<b>Amount</b>
Annual Offerings and Pledged Giving	\$348,340
Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)	\$2,000
Endowment Draw (beyond what is permitted by spending policy, "drawing down the principal")	N/A
Fundraising Events	\$17,000
Gifts Designated for a Specific Purpose	\$20,000
Grants	N/A
Rentals of Church Building	\$200
Rentals of Church Parsonage	N/A
Support from Related Organizations (e.g. Women's Group)	N/A
Transfers from Special Accounts	N/A
Other: Mission Gifts (Excluding OCWM)	\$6,250
Other: Miscellaneous	\$2,000
<b>TOTAL</b>	<b>\$395,790</b>

*Current annual expenses: \$395,535 (current budget available upon request)*

*Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 27%*

*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?*

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

*In what ways is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is the percentage?* OCWM is part of the operating budget. Currently it is 3.5% of the operating budget.

*What is the church's current indebtedness?*

*Total amount of loan debt:* \$1,043,278

*Reason for debt:* Building addition (2005)

*Are capital and other payments current?* Yes

*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.*

A building renovation and re-hanging of the bell project are nearly completed. The total budget to date for these projects is \$156,000. These projects were initiated in 2017.

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

<b>Year(s)</b>	<b>Purpose</b>	<b>Goal</b>	<b>Result</b>
2005-2011	Building Addition	\$1,250,000 - \$1,500,000	Pledged - \$950,000 Actual - \$922,000
2012-2014	Second capital campaign for building addition	\$750,000	Pledged - \$300,000 Actual - \$200,000

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

<b>Year(s)</b>	<b>Purpose</b>	<b>Goal</b>	<b>Result</b>
2015-2017	Third capital campaign for building addition	\$750,000	Pledged - \$323,250 Actual - \$319,850

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

In the last capital campaign, \$10,000 was supposed to be designated for missions.

*Does your church have an endowment?* The closest item we have to an endowment is our scholarship fund.

*What is the market value of the assets?* \$45,304

*Are funds drawn as needed, regularly, or under certain circumstances?* Regularly

*What is the percentage rate of draw (last year, compared to five years ago)?* We are drawing 2-3% per year.

*Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years:* We have not drawn from the scholarship fund to meet operating budget expenses. We have drawn from our reserve funds for operating budget expenses.

*At the current rate of draw, how long might the endowment last?* 30-40 years

#### **Other Assets**

*Reserves (savings):* \$94,000

*Investments (other than endowment):* Liquidating stock (estimated value \$31,000) to create an undesignated reserve fund.

*Reflection: After reviewing the church's finances and assets described above, what does this information reflect about your congregation's mission and ministry?* We are a dedicated and disciplined church when it comes to our obligations, both in mission and ministry.

#### **HISTORICAL INFORMATION**

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

- We supported a capital campaign to renovate and expand our sanctuary and Sunday School space.
- We added a Musical Director to enhance our worship services. This has been a tremendous addition, and one our congregations points out as a strength.
- We grieved the passing of our beloved Sunday School Superintendent. This was a difficult time for our congregation, but we continued her legacy through the support of several members of our congregation.

*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.*

We choose not to avoid conflict when it arises, but rather to address it directly in a respectful manner. We believe in open communication, even with complex, polarizing topics. Depending on the nature of the circumstances, we generally work through conflict in one of three ways. If appropriate, it is brought to the attention of the congregation via the pulpit. If it is more sensitive in nature, it will be addressed by the pastor and/or church council. There are also times where a resolution comes through a collaborative effort with the pastor, church council, and members of the congregation. Whichever path is chosen, we openly accept a diversity of opinions and value the confidentiality of those involved.

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

<b>Staff Member's Name</b>	<b>Years of Service</b>	<b>UCC Standing (Y/N)</b>
Rev. Dr. Julie Overman (Interim)	2019-Present	Y
Rev. Dr. David McDonald	2000-2019	Y
Rev. Dr. Martha Baumer	1993-1999	Y
Rev. Daniel Randall	1989-1993	Y

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

- *Has any past leader left under pressure or by involuntary termination? Yes*
- *Has your church been involved in a Situational Support Consultation? Yes*
- *Has a past pastor been the subject of a Fitness Review while at your church? Yes*

\*All "yes" answers above pertain to one specific situation. Upon request, we will elaborate on this information.

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## IV. WHO IS OUR NEIGHBOR?

Windsor United Church of Christ is located in the Village of Windsor, Wisconsin. The community of Windsor, with an estimated population of 7,795 (2018) residents, is located 10 miles north of the state capital in Madison and one mile south of the Village of Deforest, which has a population of 10,240 (2017). Windsor is in the Deforest Area School District. One elementary school is located in Windsor (600 students). There are two elementary schools, a middle school and a high school located in Deforest. Pre K-12 enrollment is 3,783 students from the area communities of Windsor, Deforest, Morrisonville and Leeds.

There are many forms of worship in the immediate area. The Village of Windsor has two Churches including Windsor UCC and a recently built Door Creek Church. The Village of Deforest Area supports Lutheran, Catholic, Moravian, Baptist, Methodist and Evangelical Free Churches.

The Deforest/Windsor area is a thriving community with several large employers between the two villages. Many have been in business for several decades. ABS Global (bovine genetics), Clack Corporation (water treatment products/blow molded products), Evco Plastics (injection molding), Demco (book bindery/library products), Walgreens Distribution Center (pharmaceuticals) and Pleasant Company (distribution center for American Girl dolls) are a few. Several newer companies like Bell Labs (rodent control), UAS Labs (probiotic research), Little Potato Company (Potato processing), American Packaging (custom product packaging) and ABC Supply Distribution (building materials). There are some large commercial businesses such as Fleet Farm (retail home store) and Gander Outdoors (retail sporting goods). The area has numerous professional and residential services as well.

The Village of Windsor has the best of both worlds when it comes to housing opportunities. Whether you are looking for an apartment, a home, or would like to live on a farm, there are plenty of different places to grow roots. We have several new subdivisions that have popped up over the last 10 years along with many seasoned neighborhoods in the community. The Windsor community has many rural areas to call home as well since it is surrounded by acres and acres of vibrant farmland.

The Deforest and Windsor area is blessed with many forms of entertainment. From our local sporting events that include high school sports and Hometown talent baseball/softball leagues to kayaking down the Yahara River. The landscape is covered with miles and miles of paved bike paths that wind through tranquil wooded areas along lakes and streams that connect to our numerous parks in and around the area. We also have a professional golf course and banquet hall that regularly holds special events and weddings.

As you would imagine with this much to offer, we have had our share of growing pains. In 2015 the Deforest Area School District passed a referendum to upgrade several facilities, including a large addition to Windsor Elementary and a complete rebuild of Eagle Point Elementary. Just recently they passed another referendum for a new intermediate school to be built in Windsor adjacent to Windsor elementary along with several upgrades to existing facilities. This would

allow more space for expansion and growth. The school referendums passed fairly easily and the community is behind these projects.

## **COMMUNITY VISION**

*Describe your congregation's participation in meetings, relationships and activities connecting the wider United Church of Christ.*

Our Pastor and Moderator attend conference and association meetings. Other congregants are welcome to attend.

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

The congregation works ecumenically through the hosting of the community Thanksgiving worship service, Fourth of July community parade float, and Memorial Day music for community program. In addition, the staffing of the DeForest area Food pantry is an ecumenical effort.

*Reflect on the scope of work assigned to your pastor. 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?*

We look forward to our new pastor continuing to build relationships with area organizations and local faith communities.

## **V. References**

*See Appendices B, C, and D*



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

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



Church#: 863190

Assoc: 836

Schedule: 0

United Church of Christ

Windsor

WI

53598

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2008	497	194	143	9	12	2	9	0	14
2009	471	201	170	6	3	1	10	26	-26
2010	449	176	170	9	5	0	15	21	-22
2011	447	182	154	5	0	17	5	19	-2
2012	467	205	138	9	2	20	11	0	20
2013	464	205	138	13	0	5	10	1	7
2014	429	205	138	7	0	9	9	3	4
2015	430	165	139	6	0	10	1	3	12
2016	419	165	139	3	0	19	10	3	9
2017	429	165	139	12	0	16	9	3	16
2018	412	140	120	5	14	0	1	35	-17

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
2008	\$264,424	\$119,899	\$21,139	\$3,001	\$24,140	\$500	\$24,640	7.99	\$408,963	\$170,981
2009	\$238,990	\$127,761	\$20,000	\$11,224	\$31,224	\$1,000	\$32,224	8.37	\$398,975	\$187,540
2010	\$239,768	\$127,773	\$20,000	\$3,771	\$23,771	\$0	\$23,771	8.34	\$391,312	\$270,757
2011	\$251,015	\$125,654	\$15,000	\$4,431	\$19,431	\$1,520	\$20,951	5.98	\$397,620	\$254,169
2012	\$278,845	\$128,819	\$18,000	\$2,033	\$20,033	\$1,500	\$21,533	6.46	\$429,197	\$279,882
2013	\$278,845	\$0	\$4,000	\$3,504	\$7,504	\$0	\$7,504	1.43	\$286,349	\$0
2014	\$278,845	\$0	\$0	\$1,009	\$1,009	\$0	\$1,009	0.00	\$279,854	\$0
2015	\$278,951	\$126,119	\$6,000	\$3,010	\$9,010	\$0	\$9,010	2.15	\$414,080	\$0
2016	\$278,951	\$0	\$12,000	\$5,552	\$17,552	\$0	\$17,552	4.30	\$296,503	\$0
2017	\$278,951	\$0	\$14,000	\$2,805	\$16,805	\$0	\$16,805	5.02	\$295,756	\$0
2018	\$432,648	\$114,486	\$14,000	\$8,710	\$22,710	\$0	\$22,710	3.24	\$455,358	\$456,711

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2013-2018	-11.21	-31.71	-13.04	5.56	227.27	55.16	202.64	59.02
2008-2018	-17.10	-27.84	-16.08	-17.39	300.00	63.62	-5.92	11.34

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.



May 17, 2019

I write with enthusiasm to encourage your consideration of a terrific pastoral opportunity at the United Church of Christ in Windsor, Wisconsin. This congregation has a strong history of vitality, spiritual passion and mission. They are accustomed to inspiring worship with stirring music. The Church is located in a lovely setting just to the north of state capital (Madison) and also just a few hundred yards from the Trost Center, home of the Wisconsin Conference United Church of Christ. In fact, as I look out my office window, across a picturesque natural ravine, I can see the bell tower of Windsor UCC!

This lively congregation has been known through the years for its strong leadership. Lay leaders have played key roles in their visioning process, and in every major project through their history. Their governance style is very much collaborative, and they have shown great commitment to – and love for – their pastors. The congregation has enjoyed several chapters of gifted pastoral leadership. In fact, two former pastors went on to serve the Wider United Church of Christ as Conference Ministers.

Windsor UCC has a broad spectrum of theological and social justice perspectives. Part of richness of their community is found in understanding and appreciating each other in their diversity of thinking. The composition of the congregation includes people from various denominational backgrounds. Most often this creates a healthy energy, ample space for open dialogue, and a collective discerning as to their witness and expression of the Gospel.

This is delightful congregation! Warm and inviting, they share the kinship of a family community in the context of a well-organized program sized church. They work hard, laugh well, care deeply, pray fervently, and listen together for the leading of the Spirit.

Your profile is most welcome!

Franz

Rev. Franz S. Rigert

Conference Minister  
Office 608-846-7880  
Cell 414-704-2625  
[www.wcucc.org](http://www.wcucc.org)

Date: May 25, 2019

To: Windsor UCC Pastoral Search Committee

Subject: Reference / Letter of Recommendation  
for Church Profile

Dear Search Committee Members,

The following thoughts are intended to support the pastoral search process at Windsor UCC in Windsor, Wisconsin.

Our Background / Perspective -

BJ and I moved to Sun Prairie, Wisconsin in January 2005 as the result of a new employment opportunity there, following a period of unemployment via "corporate downsizing" in the state of Oregon. Having both grown up in the Congregational Church, we first noticed Windsor UCC while house-hunting in the DeForest/Windsor/Sun Prairie area. Within the first (1) - (2) weeks of moving to Wisconsin, we began "church shopping" by visiting Windsor UCC. As we were immediately welcomed there and appreciated Pastor David MacDonald from the start, our "church shopping" began and ended at Windsor. We joined the church a few months later in 2005 and remained active members until deciding to return to Oregon in 2017 in order to live closer to our family, now including grandchildren.

Windsor UCC Strengths -

During our time at Windsor UCC, we saw the church's strengths to include: welcoming visitors and new members, a strong music program (led by David Schipper, Minister of Music), the engaging ministries of Pastors David MacDonald and Julie Overman, and ongoing opportunities for Christian fellowship and education. While each of these items - and more - is worthy of more detailed comment, I will choose to comment on Christian education.

The Sunday School program at Windsor UCC has been very successful for many years due to the contributions of good leaders and teachers and the participation of a large number of children. The children are appreciated by the congregation and have been actively involved in a number of musical productions with religious themes over the years. Adult education has been offered on an ongoing basis during the school year between the (2) church services. We truly enjoyed this group and the discussions of varied religious topics. Additional opportunities for adult education were provided during Lent and at other times by Pastor Julie and others. (For example, Pastor Julie lead a thought-provoking class and discussion series on race.)

Windsor UCC Challenges -

Windsor UCC has a long history, ranging from its rural origin to the current suburban reality. In addition, members of the congregation represent a wide range of religious views and backgrounds, posing a challenge in engaging, discussing, and responding to certain social issues. As an example, a series of discussions were held regarding homosexuality and did not lead to a decision to declare the church as "Open and Affirming", as a clear consensus on this issue was not reached. (In reality, and as observed earlier, the church remains very welcoming to all.)

Another area of challenge relates to church organization and our observation (or opinion) that this issue is more societal than specific to Windsor UCC. People are busy in their various

commitments to family, employment, activities, etc. There can be reluctance to serve on church committees, which can be viewed as too time-consuming or complicating already hectic lives. During our time at Windsor UCC, member involvement in committee work ranged from significant, then seemed to decline to a lower level, before returning to a more sustainable point. The thought here is that there seems to be an optimum level of organizational structure somewhere between "micro-managing" (too many committees and meetings) and a completely "seat of the pants" approach.


Personal Involvement -

As members of the congregation, BJ and I were both involved in music activities. BJ was in the church choir and - for a time - was the interim Choir Director. We both played in the chime choir. I also played in a woodwind group at church for several years.

In addition to musical activities, BJ and I were both members of and - later - Chair of a church committee: BJ on Music and Worship and I on Finance and Stewardship. At different times, we each were members of the Church Council. It is our belief that getting involved in church activities and committee work offered us the opportunity to connect with individual members of the congregation and become contributing members of the church family.

BJ would like to add that during my 4 years on the Church Council I came to appreciate the character and strength of folks who served in leadership. Because a church is created of people, there will always be humankind type events and issues. I was proud of the ways in which this group of folks was able to thoughtfully and kindly deal with knotty and thorny issues. Whoever is fortunate enough to step into the role of Pastor at Windsor should find a strong base of congregational and leadership support.

With joy for the future of Windsor UCC,


Dick & BJ Bower  
Forest Grove, Oregon

Appendix D

May 16, 2019

Dear Readers of the Windsor UCC Profile:

It is my privilege to write a letter of recommendation for the congregation of Windsor United Church of Christ, Windsor, Wisconsin as they search for a new pastor. I served the congregation during the '90's, and have continued in relationship with them as Pastor Emeriti. While I do not live nearby, I enjoy visiting from time to time and observing their congregational life.

Windsor UCC is a "community church," its membership includes all ages—including many families with kids, empty nesters, unattached adults and more, and it includes a variety of points of view about faith, culture, and our "American life." I believe all of these are huge strengths and offer great opportunities for faithful ministry as they are also challenging.

The roots of Windsor UCC are in the community and it continues to serve the community. Folk from various backgrounds – Christian and secular – find their way and are well-received. The church welcomes those who claim Windsor Church as their own, even though they may have rarely, if ever, attended or been members. When folk need pastoral care, counsel, help of various kinds, the congregation—members and ministers—respond, often members first. That takes some doing, on occasion. It welcomes folk into membership from these many backgrounds as well, as is typical in a UCC church. This gives both a richness to congregational life and, occasionally, tension due to differing expectations and understandings of "church."

As may not be so common among UCC congregations, in Windsor there are lots of kids, lots of families, adults of all ages, interests, and needs. It is wonderful to watch the kids in worship, to see the interaction of the generations. To continue to keep this varied group engaged and positive always requires energy, imagination, good preparation, and involvement (and continual nurturing) of lots of lay leadership.

But perhaps the most wonderful, and challenging, reality of Windsor Church is its inclusiveness across theological, political, and economic lines. In our culture which seems determined to separate us and keep us all in cells of like-minded folk, this congregation includes "liberals" and "conservatives," both theologically and politically, as well as those financially comfortable and financially challenged. Some of the feelings run deep and from time to time folk must work to stay open and positive when their views are challenged or ignored. However, for the most part they worship and serve and learn together and care deeply for one another. I think this is a huge gift even as I know it is sometimes very difficult for members and ministers.

I treasure for Windsor Church a parish minister who will offer strong, open, intelligent, thoughtful, and faithful leadership, who will encourage them to be open to the Spirit and to listen to one another, who loves to teach and is a good teacher, who will challenge them to be faithful in our rapidly changing culture, who is a person of deep personal Christian faith and conviction. You will have a wonderful ministry together.

Yours in Christ,

  
Martha Ann Baumer