

LOCAL CHURCH PROFILE

UNITED CHURCH OF CHRIST-CONGREGATIONAL DELAVAN, WISCONSIN

SOLO PASTOR – Settled, Full Time

Wisconsin Conference
Southeast Association

(September 23, 2020)

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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)

2020

**UNITED CHURCH
OF CHRIST**





POSITION POSTING



- LISTING INFORMATION
- SCOPE OF WORK
- COMPENSATION & SUPPORT
- WHO IS GOD CALLING TO MINISTER WITH US?

LISTING INFORMATION

Church Name:	UNITED CHURCH OF CHRIST-CONGREGATIONAL
Street Address:	123 East Washington Street, Delavan, WI 53115
Website:	www.delavanucc.org
Conference:	Wisconsin Conference
Association:	Southeast Association
Conference Contact:	Rev. Lorraine Cenicerros, Associate Conference Minister 608.630.2992 lceniceros@wcucc.org

Summary of Ministry Description:	We are a congregation in the midst of change. We realize that ministering to one another, and to the community that surrounds us, is essential to our sustainability and we must adapt to meet today’s needs. Along with our mission-oriented focus we have deep roots in a strong and vibrant musical program. We understand that our progressive church is mission-oriented and that this outreach encourages active participation. We need a minister who will help us celebrate our faith and encourage our community outreach.
What do you need to get there?	Our church’s challenge is to figure out a way to turn our effective outreach to the community into a more active and growing church population. One possible mechanism that we have not leveraged to its full potential is our Open and Affirming mission. The Delavan UCC has a tendency to hide its light under a bushel instead of allowing others in Walworth County to see the unlimited possibilities we provide as a church family.
Who are you seeking to join you on this part of your church’s faith journey?	We are looking for a minister who will be an active participant in our mission-oriented church and who will engage our members honestly, creatively, and assertively in finding new, yet practical, approaches to fulfill our vision. We hope our minister understands the importance of music to our church and is willing to lead a worship service as a theologically sound, well-educated, and articulate worship leader.

Photographs:	See Appendix I.
What we value about living in our area:	We value the diversity of our town and the natural beauty that surrounds us in the form of green space, including Phoenix Park across the street from the church. We also value that in times of need, our community helps each other as much as possible with the means provided to us. We value living in the Delavan area because it is a small community where we can make a difference. There is a small-town feel and lovely natural resources and recreational opportunities at lakes, parks, and ski hills. We are close to Madison and Milwaukee, and not much farther from Chicago, for access to additional cultural, educational and medical facilities.
Current size of membership:	151 active members and participants
Languages used in ministry:	English and American Sign Language (ASL)
Position Title:	SOLO PASTOR
Position Duration:	Settled – a called position intended for longer-term ministry in which the minister moves church membership to the congregation and moves standing to related association.
Compensation Level:	Full Time
Does the total support package meet conference compensation guidelines?	Yes, we intend to follow conference guidelines.

SCOPE OF WORK

Core Competencies:

- **Strong Orator-** Our Congregation prefers a traditional worship led by a Pastor who provides a strong, thought provoking message that challenges our status quo in the community/society and expands our progressive theology while rooted in the lessons of the Bible.
- **Pastoral Care/Relationship Building-** for an elderly generation, who craves a strong pastoral connection as they age. Caring, compassionate and sensitive. Comfortable visiting shut-ins and willing to build relationships with individuals no longer able to attend worship as they once did.
- **Commitment to leading us to live out our mission statement-** In a church that is wedded to tradition and struggles to embrace change and modernize, we seek a pastor who can help us connect our traditional worship to our embraced modern theology and share it in the community.
- **Partner with our congregation** to support the worship experience of our new LGBTQ Hope Affinity Group, which meets weekly for an intergenerational worship and a meal. (The interim pastor serves as a resource, but does not lead the meetings.)

COMPENSATION AND SUPPORT

<p>Salary Basis:</p>	<p>The salary and benefit range offered is per Wisconsin Conference guidelines, which will include salary, housing allowance, car travel allowance, health insurance, and pension.</p> <p>The final compensation package will be determined by the applicant's experience, education, and other qualifications.</p>
<p>Benefits:</p>	<p>Salary plus benefits</p>
<p>What is the expected living situation for your next minister?</p>	<p>Our church owns a small 3-bedroom manufactured home parsonage that would be available to the minister. It is located in a good, stable, well-managed neighborhood. Alternatively, a housing allowance is available.</p>
<p>Residential/commuting expectations.</p>	<p>The church's preference is for the new minister to live in the parsonage or nearby with a housing allowance; however, if the new minister must commute, his or her needs will be considered.</p>
<p>State any incentives (e.g. school debt reduction or retention bonus after a certain number of years in position):</p>	<p>We are open to discussing incentives as part of the overall compensation package with the selected candidate.</p>
<p>Describe peer and professional supports available for ministers in your association/conference:</p>	<p>The new minister will have "Communities of Practice" available and there are annual fees and a budget for continuing education.</p>
<p>If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment:</p>	<p>N/A – This is a full time position.</p>

WHO IS GOD CALLING TO MINISTER WITH US?

<p>Describe the ministry goals you envision your next minister co-collaborating with the congregation to achieve.</p>	<p>We envision the next minister partnering with our congregation to fully live out our Open and Affirming mission in a way that does not alienate the church’s older members yet makes the community aware of our church’s unique mission to be fully mission-oriented within the community. Other areas to note:</p> <ul style="list-style-type: none"> ● Strengthen current ministry and worship. ● Maintain and strengthen pastoral care among our congregation. ● Teach us how to more effectively evangelize and share our ministries more effectively in the community. ● Encourage ministries that are reliant on lay leadership.
<p>Describe how your vision of the minister you are now seeking will assist the congregation in making an impact beyond its walls.</p>	<p>Our new minister is encouraged to maintain a visible presence in the community via community outreach through mission participation. We envision a minister who will support the weekly Affinity Group meeting with a goal of opening it to the community.</p>
<p>Specify language requirements or culturally-specific capacities preferred in a next ministerial leader, and why those matter to the congregation’s sense of calling.</p>	<p>Due to our sensitivity with regards to gender and equality and with respect to our Open and Affirming mission, we respectfully ask that our new minister use inclusive language. For example, God is not identified as only one gender.</p>
<p>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.</p>	<ul style="list-style-type: none"> ● Respecting the dignity of all God’s people. Help the congregation to grow and fully embrace the dignity of all God’s people through our ONA Designation and Mission Statement. ● Bringing life to sacred stories and traditions in worship, proclamation, and witness. Someone who can bring life to the story during worship so that the congregation can continue to contemplate the ideas through the week. ● Exhibiting a commitment to the core values of the United Church of Christ: continuing testament, extravagant welcome, and changing lives. Our minister should continue our Faith Formation through preaching, as well as encourage our participation in missions like the 14th Apostle Food Pantry and the Open Arms Free Clinic, and service through Andy's Breakfast Club and Blessings in a Backpack. ● Demonstrating excellent communication skills. A pastor who can establish an effective communication system to set the tone for our congregation’s dealings with each other and with the community.



WHO IS GOD CALLING US TO BECOME?

“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.” (Matthew 22:37 NRSV)

Who is God calling you to become as a congregation?

<p>Who is God calling you to become as a congregation?</p>	<p>Our congregation is full of members who desire to serve our community. With 75% of our congregation at 60 years or older, we have people who are available to serve.. We also have many ways in which the congregation would like to serve the community but need assistance to narrow our focus to more efficiently utilize our resources and engage our members. As an aging congregation, we want to be welcoming to visitors and active in our community and hope that others will want to visit our church.</p> <p>As a whole, our church readily participates in and supports financially, programs like Blessings in a Backpack, the Spirit of Hope homeless shelter for men, Salvation Army Bell Ringing, and Andy’s Breakfast Club (created by our church). Issues pertaining to poverty and hunger are of special concern to our members. We are working on discerning how we live out our Open and Affirming mission in a way that recognizes the conflict that a few of our members have with living out that mission. We firmly believe that a church is made up of different members with unique viewpoints. Our family tree may have many different branches, but we have one trunk, the belief in service.</p> <p>We strive to provide an extravagant welcome that includes everyone.</p>
<p>Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation.</p>	<p>Our congregation was invited to discuss in small groups their church experiences, goals for missions in the community, hopes for the future of the church, and how to grow in faith together. We have added quarterly intergenerational activities after a shortened worship service. We visited and sang at nursing homes, wrote to absent members, and made decorations for the church fellowship room. We plan to continue this. Another direction is the Hope Affinity Group meetings. The church has loaned out our rainbow doors. A successful Andy’s Breakfast Club has added community sponsors and sites as needed.</p>

WHO ARE WE NOW?

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

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

CONGREGATIONAL REFLECTIONS

Describe your congregation's life of faith.

Mission Statement:

The mission of the United Church of Christ-Congregational, Delavan is to unite in our quest to authentically live our faith in our constantly changing world by: exploring open and progressive theology; embracing God's diverse creation; encountering God in relevant worship; encouraging questions; and serving the community with commitment, conviction, love, and compassion.

We are an Open and Affirming Congregation:

We, the congregation of the United Church of Christ-Congregational, Delavan, embrace the designation of Open and Affirming. We regard all persons as creations made in God's very image, regardless of sexual orientation or expression, gender identity or expression, age, race, ethnicity, national origin, marital status, abilities, economic status, family structure, or any other label that would seek to divide rather than unite. We affirm the rights and responsibilities to all of full participation in the ministry of our church.

How is God most often described in worship liturgy?

God is referred to in different ways, depending on the speaker at the time. With the past minister, God did not have a gender and was only expressed as “God.” Currently, God is described as a male by our Moderator. Our Interim Minister refers to God as “Creator God.” During the scripture lessons, the Bible is the main reference and the Bible refers to God as “he”. God is described within our church services in mainly a positive light. As much as possible, we hope the new minister will refer to God in a gender neutral manner.

In what ways would you describe the Holy Spirit in your midst?

Our last minister described the Holy Spirit as “God is love.” The Holy Spirit is with us as we experience a moving sermon, a heartfelt choral anthem or favorite hymn, and as we find ways to help our fellow congregants or community members.

Describe several strengths or positive qualities of your congregation.

Our church has many strengths that make it a positive, fulfilling, and friendly place to become part of as a member or leader. Active members have big hearts and desire to help when needed, although our growing age sometimes makes helping difficult. In addition, the Endowment Fund gives tens of thousands of dollars in grants to the community each year. Many of our members actively participate in Christian Education for all ages, including the Great Decisions class. Outreach to the community is tremendous and includes Andy's Breakfast Club, Salvation Army Bell ringing, the Spirit of Hope shelter for homeless men, and Blessings in a Backpack. At the end of each school year, our church gives thousands of dollars through our Scholarship Committee. The music program is a shining light for our church. It includes an adult choir, handbells, and special music. Worship utilizes modern technology to allow all in attendance to fully participate in the experience. Following our mission of inclusivity, we have the availability of signing for the deaf and devices for those that are hard of hearing in order for everyone to equally enjoy our worship experience. Because of our belief that our church is a community that welcomes everyone, the church voted to embrace the Open and Affirming designation with a 90% vote of support in 2015 and with a similar margin when it was reaffirmed in 2019. As one can see, we have much to be thankful for and to offer to others.

Describe what worship is like when your congregation gathers.

Worship is based on scripture, music, and personal experience that is grounded in a family-friendly atmosphere. There has always been a tradition and deep appreciation for traditional worship and hymns with congregation-led singing and the use of a pipe organ. Worship takes place in the sanctuary and is lectionary based. There is an established order to the service which is centered around the pastor's message/sermon. There has been a children's message. Prayer is solemn and contemplative, ending with The Lord's Prayer. A lay reader often assists with liturgical readings and offering. We engage in Communion once a month using gluten free bread. As part of our family-friendly atmosphere, the church gives new babies within our church a handmade quilt. The baby is also presented to the entire church as part of our community. Baptisms can be part of the service if the participants wish or completed outside of a service. They are held at the baptismal font. Most importantly, our church service relies on a minister who is an extremely effective communicator, whose sermon is lectionary and scripturally based with underpinnings of social justice and personal experience. Historically, all of these components are included in the church service.

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

Due to the size of our church and its aging population, our education program is typically multi-generational. For children and youth, we have had a children's message as part of worship, after which the children may go upstairs and participate in faith formation. Our confirmation program is service-oriented and has usually met once a month, with each confirmand receiving an adult mentor from the church who guides the confirmand through the confirmation process along with the minister. As times have changed and numbers have fluctuated, the confirmation program is continually reassessed to make sure it is relevant for the confirmands who will

be participating. The Wisconsin Conference offers a confirmation retreat in which we have participated.

A popular discussion group for adults is Great Decisions, which has covered topics about immigration, geopolitical stresses, poverty and global inequities. Another class a few years ago about the hunger crisis in the United States resulted in two highly successful current missions: Andy’s Breakfast Club, started in order to partially remedy children’s hunger during the summer months, when they are not receiving free or reduced price meals from the school system; and Blessings in a Backpack, which provides weekend meals to children who would otherwise not have sufficient food until they come back to school the next week. As one can see, our church enjoys learning about social justice issues and then actively becoming part of the solution. Our vision would be to encourage more action growing out of educational opportunities.

Describe how your congregation is organized for ministry and mission.

Primary leadership is through the Church Council with elected officers plus leadership designations from Board of Trustees, Board of Deacons, selected committee representation from Music, Long Range Planning and two members at large representing the congregation. Other committees representing program and mission report through Deacons, Trustees, or directly to Council. Decisions of these groups are communicated by our Communications Director by appropriate means.

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

Including the Diaconate, Trustees, and Council, 8 to 10 hours per month is average.

How do we deal with emergencies when quick action is needed?

Emergency meeting of Church Council either in person or via electronic means i.e. e-mail, conference call, etc.

Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church’s activity and governance?

Yes.

11-YEAR REPORT

This report is found in Appendix II.

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	151	
Number of active non-members:	10	
Total of church participants (sum of the numbers above):	161	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	58%	Yes
Less than 10, more than 5 years:	30%	Yes
Less than 5 years:	12%	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>
7	3	7	2	2	15	10	32	35	Yes, see* directly below.

*All numbers include members and non-member/active participants.

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	9%	
Joint household with minors:	17%	
Single Parent Family with minors:	4%	
Single adults age 35-65:	6%	
Joint household with no minors:	51%	
Single adults over 65:	13%	

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	20%	Yes
College:	40%	Yes
Graduate School:	22%	Yes
Specialty Training:	18%	Yes

Percentage of adults in various employment types:

		Is this number an estimate? (check if yes)
Adults who are employed:	25%	yes
Adults who are retired:	68%	yes
Adults who are not fully employed:	unknown	

Describe the range of occupations of working adults in the congregation:	teaching, accounting, health care, social service, business
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PARTICIPATION AND STAFFING

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

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? (list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)
Adult Groups or Classes	Adult Bible Study: 10, Great Decisions: 12	Great Decisions Discussion Group- Lay led/planned, Pastor's Monthly Discussion Group- Pastor led, Adult Bible Study (Wired Word)- Lay led/planned
Baptisms (number last year)	0 (2019)	
Children's Groups or Classes	Sunday School Avg: 6	Youth Leader
Christmas Eve and Easter Worship	Christmas Eve: 92 Easter: 96	Pastor plans, lay involvement at pastor's discretion
Church-wide Meals	Approx 6/year	
Choirs and Music Groups	25 between choral and chimes choirs	Choir Director organizes
Church-based Bible Study	Avg: 16	Wired Word, Pastor's Discussion Group
Communion (served how often?)	Monthly	Pastor plans, Diaconate serves
Community Meals	Approx 425	Spaghetti Supper, Assist with UMC's Thanksgiving Meal
Confirmation (number confirmed last year)	2	

Drama or Dance Program Fine Arts Day Camp- Annual week-long day camp for community children (ages 7-1 Drama or Dance Program continuation - Drama or Dance Program Fine Arts Day Camp- Annual week-long day camp for community children (ages 7-1 Drama or Dance Program	50 participating children, 6 teachers, 10 kitchen staff, 5 youth lay volunteers Directors and all staff	Camp Director in coordination with the pastor. Communications Director, pastor, and church secretary are all paid positions (part of their regular salaries/duties).
Funerals (number last year)	4 (none at church)	Pastor plans and officiates
Intergenerational Groups	Approx 50	Messy Church/Mission Sundays
Outdoor Worship	150-200	One summer ecumenical worship event in the park; responsibilities rotate each year between UCC, UMC, and Baptists.
Prayer or Meditation Groups	n/a	
Public Advocacy Work	n/a	Advocacy work incorporated into church missions
Retreats	n/a	Confirmation class attended a retreat in 2019
Theology or Bible Programs in the Community	n/a	
Weddings (number last year)	2	Pastor plans
Worship (Sundays, 10AM)	Avg: 64 High: 96 Low: 38	Pastor plans; lay involvement at pastor's discretion. Worship Music: Pastor leads/consults with accompanist and choir director.
Worship (Hope Affinity/ONA)	12-16	Group started in 2019 by young families and maintained without direct involvement by the pastor.
Young Adult Groups or Classes	n/a	
Youth Groups or Classes		Youth leader

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- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Sue Cripe-Benzon	Three-way	Aurora Hospital	Chaplain	No
Becky Boggs	No	Wesley Woods	Camp Counselor	No
Richard Broach	No		Counselor	No
Max Rigert	No		Retired	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: Max Rigert (retired) holds minister emeritus status.

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
Secretary	No	Part time	Minister	10 years
Communications Director	No	1/2 time	Minister	2 years
Youth Leader	No	Part time	Minister	2 years
Choir Director	No	Part time	Minister	6 years
Organist	No	Part time	Minister	5 years
Custodian	No	Part time	Chair of Trustees	10 years

REFLECTION

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

Our church has maintained a focus on providing a strong worship and mission experience. Due to age and physical limitations we needed to hire more staff and make adjustments to mission and programming.

CHURCH FINANCES

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

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	\$158,100
Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)	\$45,000 (2019) 4-5% of Total Fund
Endowment Draw (beyond what is permitted by spending policy, “drawing down the principal”)	Based on fund by-laws the principal is not to be touched only the earnings.
Fundraising Events	\$6,030
Gifts Designated for a Specific Purpose	\$34,770
Grants	n/a
Rentals of Church Building	\$3,500
Rentals of Church Parsonage	n/a
Support from Related Organizations (e.g. Women’s Group)	n/a
Transfers from Special Accounts	\$27,000
Other (specify): Interest Income	\$23
TOTAL	\$274,400

Current annual expenses (dollars budgeted for most recent fiscal year):	\$ 283,775
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.	See Appendix III for church financials. See Appendix IV for boiler funding.
Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage?	30%

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, One Great Hour of Sharing, Neighbors in Need, Strengthen the Church, Christmas Fund.	Our church contributes to each fund.
In what way is OCWM (Basic Support) gathered?	Funds come from the church budget.
What is the church's current indebtedness? Total amount of loan debt: Reason for debt: Are capital and other payments current?	\$37,277 Mortgage on Parsonage as of June 1, 2020 All payments are current

Building & Capital Campaigns

If a building program is projected or underway, describe it, including the projected start/end date of the building project and the total project budget.

We have currently taken steps to have a feasibility study completed on our current church building in 2020 to provide data on possibilities for expanding access to all parts of the church and better utilizing currently underused space for mission and program.
No projected dates have been set as yet.

Capital Campaigns:

The church has not conducted a capital campaign in the last ten years.

Endowment Fund

Does your church have an endowment?	Yes
What is the market value of the assets?	\$1,107,541.00, as of December 2019.
Are funds drawn as needed, regularly, or under certain circumstances?	Funds are drawn under certain circumstances such as the Benevolence giving once a year, capital improvements or for short fall in the budget.
What is the percentage rate of draw (last year, compared to 5 years ago)?	Rate of draw is around 4% of the total fund. This is consistent with 5 years ago.
Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years:	The endowment has not been used to meet operation budget expenses in the past. The congregation voted by 2/3 vote to use the endowment to cover budget shortfalls for the year 2020.
At the current rate of draw, how long might the endowment last?	20 years or longer.

Please comment on the above calculations or estimates:

- The Endowment Fund is used for mission and with a two thirds vote of the congregation for building improvement/repairs/budget shortfalls. We cannot draw on the principal, only on the earnings.

Other Assets

Reserves (savings): \$	\$0
Investments (other than endowment):	Parsonage
Does your church have a parsonage?	Yes, Manufactured home purchased in 2019.
Fair market rental value of the parsonage:	\$875.00/month
How is the parsonage used?	Occupied by Pastor
Location:	Delavan, WI 53115 (West of city)
Finished square footage:	1,280 Sq. Ft
Number of Bedrooms, Number of Bathrooms:	3 Bedrooms, 2 Bathrooms
Assessed real estate value:	\$55,000
Available for minister residence:	Yes
Expected minister residence:	No; available if desired
Condition of structure, systems and appliances	Good condition. Purchased in 2019.
Entity in the church responsible for review and needed repairs	Trustees

Describe all buildings owned by the church:

Church building and a manufactured home used as a parsonage.

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

None.

Which spaces are accessible to wheelchairs?

Sanctuary (except Chancel & Pulpit), Fellowship Hall, Kitchen, Lower Level Youth Area/PIT and Meeting Spaces, Church Office, Lobby, Rigert Conference Room, and Main Floor Bathroom are accessible to wheelchairs.

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

The reflection is that our congregation responds to recognized needs, amending the budget or making donations as necessary.

Recently, the church boiler system required replacement. Funding for the system was not part of the budget, however, a special fund was established to raise the \$31,000 required to replace the system. Members committed to donate enough to cover these costs, outside of their regular pledge to the church. (Currently \$25,295.)

Similarly, when a safe and warm housing solution was needed for our transitional minister, a group of members donated \$15,000 toward the purchase of a manufactured home, now used as our parsonage. Two staff people were hired in recent years. A communications director position was created to provide better access to church information for members and to support a public presence as well. A youth leader was hired to coordinate instruction at church and coordinate mission with the schools. Andy's Breakfast Club and Blessings in a Backpack are supported with funds and volunteers.

HISTORICAL INFORMATION

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

1. ONA Vote- Discussion, and acceptance, of the ONA Designation began a period of open embrace of progressive theology and a focus on social justice missions in our congregation. In Summer of 2019, the congregation reaffirmed our commitment to be ONA, by a significant margin (92%).
2. Andy's Breakfast Club- Born out of a faith formation event, this has spurred direct mission into the community during the summer months and created an ecumenical witness.
3. Fine Arts Day Camp- Growing on the strong music program in the church, we offer a week of arts which are no longer offered in many public schools, for fifty elementary-aged children.

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

- One recent change is the acknowledgement that 70% of our church's congregation is 60 years or older. We have managed to re-evaluate the quantity and type of missions our church can support.

Every church has conflict, some minor, some larger. "Where two or three are gathered, there will be disagreement...." Describe your congregation's values and practices when it comes to conflict.

Our church has experienced conflict when a minority sought to control church policy. Personal relationships have been used to gain support for a minority viewpoint. We have spent the past year putting into place mechanisms for dealing with these previous practices, to create more positive relationships. We have developed relational covenants for church leadership and for the congregation. We held facilitated congregational gatherings and listening sessions. Forums were provided for people to voice their concerns. Increased communication of the business of the church keeps more people informed.

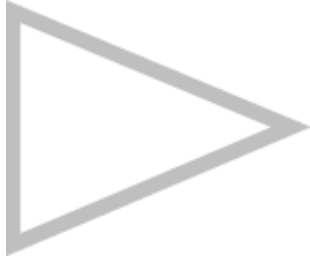
Ministerial History *(include all previous ministerial staff for the past 30 years)*

Staff member's name (Position)	Years of service	UCC Standing (Y/N)
Rev. Rebecca Boggs <i>(Associate)</i>	3 Years	Yes
Rev. Ricardo Broach <i>(Associate)</i>	6 Years	Yes
Rev. Laura McLeod <i>(Associate, Senior)</i>	19 Years	Yes
Rev. Les Wicker <i>(Senior)</i>	2 Years	Yes
Rev. Max Rigert <i>(Senior)</i>	32 Years	Yes

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

- Our church relies heavily on its rich history, particularly from the leadership of Max Rigert. While this is not negative, it is imperative for the congregation to stop focusing on the past as a model for the present and to fully engage in the church's present condition in order to fully move forward with open hearts.

Has any past leader left under pressure or by involuntary termination?	No
Has your church been involved in a Situational Support Consultation?	No
Has a past pastor been the subject of a Fitness Review while at your church?	No



WHO IS OUR NEIGHBOR?

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

- COMMUNITY VISION
- MISSION InSite

COMMUNITY VISION

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

- Helpers in Harmony concert to support the 14th Apostle/local food pantry
- Spring Joint Choir concert to support Open Arms Free Clinic
- Andy’s Breakfast Club- serves breakfast to area children during summer when school-year breakfast is not available
- Blessing in a Backpack- provides weekend meals for children from low income families.
- Salvation Army bell ringing during Advent

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

- Open and Affirming Designation
- Attend Association and Conference meetings

Statements that apply to your UCC faith community.

- Open and Affirming (ONA)

Is your congregation interested in working toward any of the above statements of witness in the near future?

- Our church is still working at living out what it means to be ONA within our walls as well as outside of them.
- As part of our mission, we desire to make our facilities accessible to all. This will require more conversations and significant financial commitment.

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

- Our community once had a functioning ecumenical clergy group which has since grown less involved. As a progressive congregation in a largely conservative community, our theology has created barriers to participation in ecumenical activities.
- We participate in two ecumenical choir festivals: Helpers in Harmony and Joint Choir Festival.

How does your mission statement compare to the actual time spent engaging in different activities?

- Our mission statement is the guiding force for our mission in the community. We assess the value of our missions regularly to make sure they are in line with our mission statement.
- Our Sunday morning worship uses progressive language and there are discussion groups that explore progressive theology.

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?

- Many of our past and current pastors have participated in Wisconsin Conference and/or Association leadership. This participation, as well as community ministry, has been counted toward their time spent in service to our congregation.

MISSION InSite

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

- Growth in 65+ population is projected over the next 5-10 years. We see an affinity opportunity with daytime programming geared toward retirees.

How do your congregation's internal demographics compare or contrast to a) the neighborhoods adjacent to your church, and b) other neighborhoods with which your church connects?

- Our congregation is older and better educated than those in our immediate neighborhoods.

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

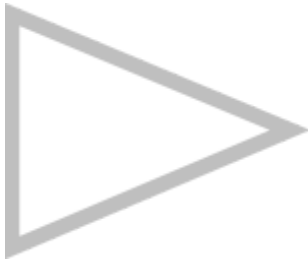
- Demographics of our community have influenced the missions our church engages in, including: Andy's Breakfast Club, Blessings in a Backpack, Salvation Army Bell Ringing, sharing of our choir/music program with nursing home/homebound, Spirit of Hope Homeless Shelter.

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

- We are known for a greater outreach into the community compared to other churches in our area. Our financial benevolence into the community is well-known among community leaders; less so among the general population.

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

- ONA, UCC/progressive theology, social justice ministries, mission statement, choir and music program.



REFERENCES

Reference letters are provided in Appendix V.

REFERENCE 1

Rev. Stan Curtis / Retired pastor/Delavan United Methodist Church
(262-749-1141 / dtchmn2@gmail.com / Neighboring Pastor)

REFERENCE 2

Glenn Svetnicka / Executive Director / United Church Camps, Inc.
(715-891-0821 / Glenn@ucci.org/ Conference Resource)

REFERENCE 3

Bob Betzer / Owner & Operator / Betzer Funeral Home
(262-728-2500 / hylgarth@gmail.com/ Friend/Neighbor)

CLOSING THOUGHTS

- CLOSING PRAYER
- STATEMENT OF CONSENT
- CONFERENCE/ASSOCIATION VALIDATION

CLOSING PRAYER

Samuel 16:7

The Lord does not look at things people look at. People look at the outward appearance but the Lord looks at the heart.

We ask for wisdom and inspiration so that we may choose the one whom God has already chosen for us. We pray for a person of vision and one who is prepared to lead our congregation; that they have wisdom to lead us in our missions and community outreach, and that they will understand and grow to share our love for our church and our community.

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 a 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?
Members of the Search Committee, Congregation, Church Council, and Trustees; Treasurer, Interim Minister Micah Schlobohm

-
2. Additional comments for interpreting the profile:

Signed: *Mary Krupper*
Name / Title / Date: *Chair, Search Committee 8/13/2020*

APPENDIX I



UNITED CHURCH OF CHRIST

Good is still speaking.
UNITED CHURCH OF CHRIST



ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS

Church#: 860570 Schedule: 0 United Church of Christ (Congregational) Delavan WI 53115 Assoc: 832

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2009	297	112	75	2	0	5	7	3	-3
2010	297	113	64	2	0	6	8	0	0
2011	296	104	55	5	0	4	4	6	-1
2012	299	106	43	2	0	7	3	3	-3
2013	263	103	127	1	0	1	7	34	-39
2014	265	97	76	4	0	7	9	0	2
2015	233	84	44	3	0	0	13	22	-32
2016	210	85	30	4	4	0	4	59	-55
2017	212	74	25	2	0	5	5	0	2
2018	167	75	24	4	0	5	2	50	-43
2019	153	64	23	2	0	0	5	12	-15

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCGWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2009	\$240,571	\$0	\$12,000	\$1,364	\$20,982	\$5,000	\$18,364	4.99	\$258,935	\$227,444
2010	\$242,023	\$0	\$12,000	\$8,982	\$9,211	\$28,500	\$25,982	4.96	\$268,005	\$215,659
2011	\$215,051	\$0	\$6,000	\$4,211	\$9,211	\$27,711	\$27,711	2.33	\$252,762	\$195,268
2012	\$233,073	\$0	\$6,000	\$525	\$5,525	\$31,816	\$37,341	2.15	\$270,414	\$186,757
2013	\$229,600	\$0	\$2,500	\$3,889	\$6,389	\$25,626	\$31,985	1.09	\$261,585	\$194,354
2014	\$241,845	\$0	\$1,000	\$1,874	\$2,874	\$0	\$2,874	0.41	\$244,719	\$197,919
2015	\$239,348	\$0	\$1,500	\$8,063	\$9,563	\$47,500	\$57,063	0.63	\$296,411	\$190,911
2016	\$239,348	\$0	\$1,500	\$6,958	\$8,458	\$0	\$8,458	0.63	\$247,806	\$0
2017	\$211,928	\$0	\$1,500	\$5,143	\$6,643	\$0	\$6,643	0.71	\$218,571	\$177,896
2018	\$245,698	\$0	\$1,500	\$2,007	\$3,507	\$0	\$3,507	0.61	\$249,205	\$178,578
2019	\$265,225	\$0	\$1,500	\$6,150	\$7,650	\$45,000	\$52,650	0.57	\$317,875	\$150,924

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCGWM	TOTAL EXPENDITURE
2014-2019	-42.26	-34.02	-69.74	-81.82	88.89	9.67	166.18	29.89
2009-2019	-48.48	-42.86	-69.33	-71.43	70.00	10.25	-42.76	22.76

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.

APPENDIX III

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08/02/20
Cash Basis

Delavan Congregational UCC
Balance Sheet
As of December 31, 2019

	<u>Dec 31, 19</u>
ASSETS	
Current Assets	
Checking/Savings	
Checking - General	29,188.45
Checking - Scrip	2,406.32
Town Bank - MMKT	
General	4,599.05
Visioning Fund	4,000.00
Andy's Breakfast Club Fund	4,020.00
Capital Campaign Fund	5,000.00
Christian Education	3,315.51
Organ Fund	233.55
Sound/Video System Fund	1,457.00
Total Town Bank - MMKT	<u>22,625.11</u>
Total Checking/Savings	<u>54,219.88</u>
Other Current Assets	
Security Deposit	975.66
Total Other Current Assets	<u>975.66</u>
Total Current Assets	<u>55,195.54</u>
Fixed Assets	
Fixed Assets	
Parsonage	55,000.00
Total Fixed Assets	<u>55,000.00</u>
Total Fixed Assets	<u>55,000.00</u>
TOTAL ASSETS	<u><u>110,195.54</u></u>

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08/02/20
Cash Basis

Delavan Congregational UCC
Balance Sheet
As of December 31, 2019

	<u>Dec 31, 19</u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
Payroll Liabilities	
Acc. FICA & Fed W/H	2,300.48
Acc. St. W/H	<u>771.92</u>
Total Payroll Liabilities	3,072.40
ABC Fund Payable	4,020.00
Capital Camp. Fund Payable	5,000.00
Christian Ed. Fund Payable	3,315.51
Organ Fund Payable	233.55
Sound System Fund Payable	1,027.00
Video System Fund Payable	<u>430.00</u>
Total Other Current Liabilities	<u>17,098.46</u>
Total Current Liabilities	17,098.46
Long Term Liabilities	
Mortg. Pay.-1st Citizens BK	<u>38,055.56</u>
Total Long Term Liabilities	<u>38,055.56</u>
Total Liabilities	55,154.02
Equity	
Members' Equity	48,756.29
Building Equity-Parsonage	1,944.44
Net Income	<u>4,340.79</u>
Total Equity	<u>55,041.52</u>
TOTAL LIABILITIES & EQUITY	<u><u>110,195.54</u></u>

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08/02/20
Cash Basis

Delavan Congregational UCC
Balance Sheet
As of December 31, 2019

	<u>Dec 31, 19</u>
ASSETS	
Current Assets	
Checking/Savings	
Checking - General	29,188.45
Checking - Scrip	2,406.32
Town Bank - MMKT	
General	4,599.05
Visioning Fund	4,000.00
Andy's Breakfast Club Fund	4,020.00
Capital Campaign Fund	5,000.00
Christian Education	3,315.51
Organ Fund	233.55
Sound/Video System Fund	1,457.00
Total Town Bank - MMKT	<u>22,625.11</u>
Total Checking/Savings	<u>54,219.88</u>
Other Current Assets	
Security Deposit	975.66
Total Other Current Assets	<u>975.66</u>
Total Current Assets	<u>55,195.54</u>
Fixed Assets	
Fixed Assets	
Parsonage	55,000.00
Total Fixed Assets	<u>55,000.00</u>
Total Fixed Assets	<u>55,000.00</u>
TOTAL ASSETS	<u><u>110,195.54</u></u>

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 08/02/20
 Cash Basis

Delavan Congregational UCC
Profit & Loss
 January through December 2019

	Jan - Dec 19
Employer (FICA)	6,874.45
Total GENERAL BENEFITS	10,107.45
BUILDING & MAINTENANCE	
Natural Gas	6,485.07
Electric	3,148.06
Telephone	2,160.94
Water & Sewer	2,074.05
Repairs & Maintenance	5,047.33
Building Improvements	2,975.00
Insurance	8,658.00
Security/Consulting Expenses	1,679.23
Boiler Expenses	15,775.00
Total BUILDING & MAINTENANCE	48,002.68
PROGRAM EXPENSES	
Office Expenses	4,107.92
Postage and Delivery	1,005.00
Bulletins, Devotionals	890.74
Organ & Piano Maintenance	180.00
Music & Choir Supplies	443.60
Instrumentals/Guest Organists	2,100.00
Outside Services	1,615.00
Conferences, Dues, Cont. Ed.	898.20
Program, Evangelism, Flowers	2,564.98
Website/Tech Support	602.50
Miscellaneous, Gifts	2,449.53
Outreach Comm.	55.00
Office Furniture/Equipment	1,252.09
Andy's Breakfast Club Expenses	2,340.08
Spaghetti Supper Expenses	1,966.17
Mission Outreach	642.08
Total PROGRAM EXPENSES	23,112.89
CHRISTIAN ED. DEPT.	
Wages-Christian Ed	17,238.61
Support Staff	1,440.00
Curriculum, Confirmation, Supp.	1,319.72
Youth Ministry, Retreats, Camp	1,462.00
Total CHRISTIAN ED. DEPT.	21,460.33
COMMUNICATIONS DEPT.	
Advertising	768.93
Salary-Comm. Dir	14,160.00
Prof. Exp.-Comm. Dir	1,466.00
Communications Exp.	1,106.29
Total COMMUNICATIONS DEPT.	17,501.22
TRANSITIONAL MINISTER	
Salary - Transitional Minister	59,329.68
Housing	10,447.49
Auto Reimbursement	1,728.40
Pension	9,852.80
Total TRANSITIONAL MINISTER	81,358.37
MISC (INCOME)/EXP	
Reimbursed Expenses	0.00
Total MISC (INCOME)/EXP	0.00
Total Expense	265,225.02
Net Ordinary Income	4,340.79

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Cash Basis

Delavan Congregational UCC
Profit & Loss
January through December 2019

	Jan - Dec 19
Net Income	<u>4,340.79</u>

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08/02/20
Cash Basis

Delavan Congregational UCC
Balance Sheet
As of June 30, 2020

	<u>Jun 30, 20</u>
ASSETS	
Current Assets	
Checking/Savings	
Checking - General	32,113.37
Checking - Scrip	2,825.52
Town Bank - MMKT	
General	4,602.54
Visioning Fund	4,000.00
Andy's Breakfast Club Fund	4,020.00
Capital Campaign Fund	5,000.00
Christian Education	3,315.51
Organ Fund	233.55
Sound/Video System Fund	1,457.00
Total Town Bank - MMKT	<u>22,628.60</u>
Total Checking/Savings	<u>57,567.49</u>
Other Current Assets	
Security Deposit	975.66
Total Other Current Assets	<u>975.66</u>
Total Current Assets	<u>58,543.15</u>
Fixed Assets	
Fixed Assets	
Parsonage	55,000.00
Total Fixed Assets	<u>55,000.00</u>
Total Fixed Assets	<u>55,000.00</u>
TOTAL ASSETS	<u><u>113,543.15</u></u>

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08/02/20
Cash Basis

Delavan Congregational UCC
Balance Sheet
As of June 30, 2020

	<u>Jun 30, 20</u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
Payroll Liabilities	
Acc. FICA & Fed W/H	1,809.58
Acc. St. W/H	771.22
Total Payroll Liabilities	2,580.80
ABC Fund Payable	4,020.00
Capital Camp. Fund Payable	5,000.00
Christian Ed. Fund Payable	3,315.51
Organ Fund Payable	233.55
Sound System Fund Payable	1,027.00
Video System Fund Payable	430.00
Total Other Current Liabilities	16,606.86
Total Current Liabilities	16,606.86
Long Term Liabilities	
Note Payable - SBA (PPP) Loan	
SBA (PPP) Loan Proceeds	32,300.00
Sal./Benefits-Transitional Min.	-14,180.42
Wages-General	-9,861.40
Total Note Payable - SBA (PPP) Loan	8,258.18
Mortg. Pay.-1st Citizens BK	37,119.68
Total Long Term Liabilities	45,377.86
Total Liabilities	61,984.72
Equity	
Members' Equity	53,097.08
Building Equity-Parsonage	2,880.32
Net Income	-4,418.97
Total Equity	51,558.43
TOTAL LIABILITIES & EQUITY	113,543.15

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Cash Basis

Delavan Congregational UCC
Profit & Loss
January through June 2020

	Jan - Jun 20
Ordinary Income/Expense	
Income	
GENERAL OFFERINGS	
Plate	501.00
Pledges - Current Year	69,163.50
Envelope Donations	111.98
Total GENERAL OFFERINGS	69,776.48
SPECIAL GIVING	
Christmas	100.00
Easter	190.00
Recycling Income	84.01
Fundraising	28.00
Scrip Income	419.20
Building Use Donations	450.00
Misc. Special Giving	115.00
Boiler Fund	11,670.00
Total SPECIAL GIVING	13,056.21
MISSIONS	
Andy's Breakfast Club Income	2,000.00
Soup Supper	167.00
Total MISSIONS	2,167.00
INVESTMENT INCOME	
Interest-Town Bank	3.49
Total INVESTMENT INCOME	3.49
Total Income	85,003.18
Expense	
CONF & BENEVOLENT OBLIG.	
SE Assoc.	918.50
General Benevolences	300.00
Total CONF & BENEVOLENT OBLIG.	1,218.50
GEN. WAGES & BENEFITS	
Secretary	4,982.11
Music Minister/Choir Dr	3,785.28
Chimes Choir Dir	0.00
Worship Accomp.-Organ/Piano	675.00
Organist	9,181.56
Custodian	4,319.79
ASL Interpreter	800.00
Total GEN. WAGES & BENEFITS	23,743.74
GENERAL BENEFITS	
Employer (FICA)	2,406.84
Total GENERAL BENEFITS	2,406.84
BUILDING & MAINTENANCE	
Natural Gas	3,078.46
Electric	1,532.05
Telephone	1,021.08
Water & Sewer	782.80
Repairs & Maintenance	3,023.86
Insurance	3,574.06
Boiler Expenses	13,775.00
Total BUILDING & MAINTENANCE	26,787.31
PROGRAM EXPENSES	
Office Expenses	1,181.81

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 Cash Basis

Delavan Congregational UCC
Profit & Loss
 January through June 2020

	Jan - Jun 20
Postage and Delivery	550.00
Bulletins, Devotionals	473.59
Organ & Piano Maintenance	180.00
Music & Choir Supplies	216.93
Instrumentals/Guest Organists	975.00
Outside Services	1,470.38
Conferences, Dues, Cont. Ed.	75.00
Program, Evangelism, Flowers	746.20
Website/Tech Support	481.55
Outreach Comm.	55.00
Mission Outreach	557.02
Total PROGRAM EXPENSES	6,962.48
CHRISTIAN ED. DEPT.	
Wages-Christian Ed	638.00
Curriculum, Confirmation, Supp.	150.23
Total CHRISTIAN ED. DEPT.	788.23
COMMUNICATIONS DEPT.	
Advertising	242.42
Salary-Comm. Dir	7,080.00
Prof. Exp.-Comm. Dir	660.00
Communications Exp.	447.92
Total COMMUNICATIONS DEPT.	8,430.34
TRANSITIONAL MINISTER	
Salary - Transitional Minister	32,250.00
Housing	5,420.60
Auto Reimbursement	305.89
Pension	5,150.04
Total TRANSITIONAL MINISTER	43,126.53
MISC (INCOME)/EXP	
Reimbursed Expenses	0.00
Total MISC (INCOME)/EXP	0.00
Total Expense	113,463.97
Net Ordinary Income	-28,460.79
Other Income/Expense	
Other Income	
SBA Loan Offset (PPP)	24,041.82
Total Other Income	24,041.82
Net Other Income	24,041.82
Net Income	-4,418.97

APPENDIX IV

UCC Delavan			
Boiler Fund/Expenses			
2019-2020			
Donations			
	2019	\$13,625.00	
	2020	11,670.00	
Total Donations			\$25,295.00
Disbursements			
	2019	\$15,775.00	
	2020	13,775.00	
Total Disbursements			29,550.00
Over/Under			<u>-\$4,255.00</u>

APPENDIX V

Rev. Stanley and Lynn Curtis
2717 Affirmed Drive
Janesville, WI 53546

April 13, 2020

To Whom It May Concern:

We are please to offer our reference for the Delavan United Church of Christ and the experiences we have shared over the past years.

We came to Delavan in 2010 when Stan was assigned as Pastor for the Delavan United Methodist Church. Pastor Laura worked with him in ministry over the next five years. This included: ecumenical services in the park each summer and joint services throughout the rest of the year. Both of them were involved in the Delavan area Clergy Meeting each month.

The Church has actively worked in conjunction with the Spirit of Hope Homeless Shelter which Lynn has been Executive Director for since 2012. They have provided food and staffing for the Shelter throughout the 6 months it is open and financially support it through their Endowment Fund Committee. The Church itself has also been opened to the Shelter for meetings and fundraisers although it would be wonderful if they could host one or more of the Shelter weeks throughout the year. In addition, they also have a committee on outreach ministries which financially supports other missions within the area and numerous programs for the residents and especially children of the area.

They're welcoming of all who step through their doors. Times when we would come and "exchange pulpits" were always enjoyable because of the warm reception received.

We have sincerely appreciated our friendship with members of the Congregation and being able to work together as we walk forward on Christ's path.

Blessings,



Stanley and Lynn Curtis

To Whom it May Concern –

Thank you for the opportunity to provide you with a reference for your church. My prayers continue to you, your Search Committee, and the candidate that God sends to you!

Some areas of strength in this church's ministry:

The Delavan community and Walworth County have an abundance of riches ... physically, demographically, and spiritually. The worship community is in a rural area, near some of the best urban settings that Wisconsin has to offer. The people in this area are worldly and educated with "salt of the earth" ideology and work ethos. The church itself has consistently capitalized on these blessings to gather a community of forward thinking, hard-working, God loving Christians that want to do what is right.

The lineage of leaders and pastors in Delavan has been strong and they have developed leaders and clergy in many parts of our Conference. They enthusiastically support Our Churches Wider Mission (OCWM), are an Open and Affirming Church (ONA), and volunteer extensively in the greater church and community.

Some areas for improvement in this church's ministry:

Doing what is right can mean different things to different people. Some have a social justice disposition. Some apply business acumen to a church organization. Sometimes these different approaches can lead to internal disharmony. ONA can be off putting and exclusionary to some. This church is not different than many, the informed candidate will know there is work left to be done.

A significant experience I have had of this church's ministry:

The Outdoor Ministry of the Wisconsin Conference of the United Church of Christ (WCUCC) is brought alive at Moon Beach, Pilgrim Center, and Cedar Valley. These three Retreat Centers make up United Church Camps, Inc. (UCCI) which also owns and operates Camp AweSum a Retreat experience for children and families living with Autism Spectrum Conditions (ASC). The Delavan Church was an early supporter of Camp AweSum and has supplied AMAZING volunteers to the cause. They have supported our Camp AweSum guests with their time, talent, and tithes and we are VERY appreciative and hope this relationship can continue.

In these uncertain and unprecedented times, we offer prayers of support, encouragement, and love as you search for your next spiritual guide.

Respectfully Submitted,



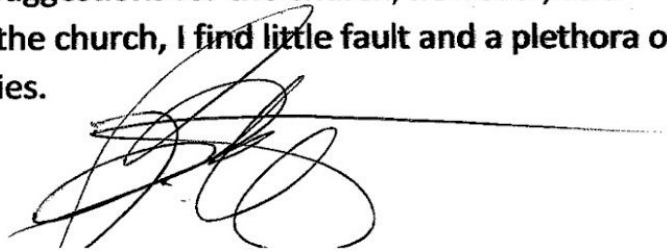
Glenn Svetnicka
Executive Director
United Church Camps, Inc. (UCCI) – www.ucci.org
Glenn@ucci.org / 715.891.0821



To:UCC-Congregational Church of Christ

RE: Reply to Lois Stritt on my impressions and issues with the Church. I must preface that I am an "outsider" looking in and a friend of the UCC church and many of its members.

1. I think the UCC ministry is excellent. Accepting of the community of believers and embracing all races, ethnic backgrounds, sexual orientation and beliefs in the common welfare and well being of all.
2. . I am in no position to comment on areas of improvement as other than my own parish and parish family, UCC is most appealing as a faith and action community to belong to.
3. UCC and its' DECISION Series has been a important part of my Sunday Journey in societal responsibility. Gayland Berrier and his group care about the world and issues confronting us all. It is outreach like the DECISION series that makes UCC attractive to me. *In my mind...it is a church of intellectuals and "free " thinkers for the most part.*
4. My dealings with the UCC Clergy at this time is limited, as I was most involved with Rev. Laura McCloud and Rev. Becky Boggs. The new interim pastor is on more of a social footing.
5. I have few suggestions for the church; however, as a "friend" of the church, I find little fault and a plethora of good qualities.

A handwritten signature in black ink, consisting of several loops and a long horizontal line extending to the right.

VALIDATION BY CONFERENCE/ASSOCIATION

The congregation is currently in good standing with the association / conference named.
Staff Comment:

To the best of my knowledge, ministerial history information is complete.
Staff Comment:

To the best of my knowledge, available church financial information is presented thoroughly.
Staff Comment:

My signature below attests to the above three items.

Signature:

A handwritten signature in black ink, appearing to read 'Lorraine Cenicerros', written in a cursive style.

Name / Title: Rev. Lorraine Cenicerros/Associate Conference Minister

Email: lcenicerros@wcucc.org

Phone: 608-630-2992

Date: September 23, 2020