



UNITED CHURCH OF CHRIST LOCAL CHURCH PROFILE

Middleton Community Church

United Church of Christ

Middleton, WI

"Connecting Faith and Life"

www.middletonucc.org

Settled Pastor

Wisconsin Conference, Southwest Association

August 30, 2021

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1. POSITION POSTING

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1a. LISTING INFORMATION

Church name: Middleton Community United Church of Christ (MCC UCC or MCC)

Street address: 645 Schewe Rd, Middleton, WI 53562

Supplemental web links: middletonucc.org

youtube.com/MiddletonUCC

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

Conference: Wisconsin

Association: Southwest

UCC Conference or Association Staff Contact Person (Name, Title, Phone, Email):

Rev. Lorraine Cenicerros

Associate Conference Minister

(608) 630-2992

lcenicerros@wcucc.org

Summary Ministry Description:

Middleton Community Church Vision Statement

As a faithful church we will provide opportunities for growth in our witness to the grace and the love of God through hospitality, worship, faith development, mission and service, and generosity.

Dream Statement (developed at the 2020 Appreciative Inquiry Summit)

MCC is an evolving, vibrant, and diverse community nurturing spiritual growth to empower people at all stages of life, as they seek to express Jesus' love through local and global collaborations grounded in courageous conversations and bold action.

Photographs:





What we value about living in our area :

MCC is in a boundary area where Middleton and Madison, Wisconsin overlap. A new neighborhood is growing around us, including a new elementary school (Middleton-Cross Plains School District) across the street that opened in 2021. The area and surrounding environs is a wonderful place to raise a family, with good schools and lots of green spaces.

Current size of membership: 290

Current number of pledging units: 98 pledging families with another 9 families that donate to the operations of the church without a pledge.

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

Position Title: Full Time 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

1b. SCOPE OF WORK

Also See Job Description (Appendix A)

We seek a full-time Pastor who will be our spiritual leader. We need someone who can guide us on our faith journeys and challenge us to be better followers of Jesus in all of our endeavors. We seek a pastor who is an effective speaker, creating sermons based in scripture and relating how the scriptures still apply in the world today. We seek someone who will represent us well in the community and who can passionately facilitate our efforts to seek social justice and equity for all people. We seek a Pastor who is a facilitator who can take all the ideas of our church, weave them together, and translate our ideas into action. Lastly we seek a Pastor who will collaborate with other staff, including the Faith Formation Director, the Music Director, the Office Manager, and the Building and Grounds Manager.

We also seek a person who has a heart and a passion for Pastoral Care. Someone who can work along with our lay leadership already involved in Pastoral Care.

Music is an important part of our church. While we do not expect the Pastor to be a professional musician, we are seeking a Pastor who will collaborate with the Music Director in regards to the musical part of our services.

Due to our COVID-19 experiences, we now have a growing online presence for worship and in social media which has been successful both with existing members and newly interested persons. It is important that our new Pastor is comfortable with both in person and online formats.

Core Competencies:

The key core competencies we are seeking are:

- Compassionate/caring/relatable
- Collaborative
- Effective at preaching

COMPASSIONATE, CARING AND RELATABLE

Our next Pastor should work to discern when members or new arrivals may need some pastoral care. Like any congregation, we are not immune from health or life-related complications. In collaboration with our Pastoral Care Team, our Pastor should be available for pastoral care in moments of need, potentially including hospital and home visits.

We have a sizable part of our congregation who have reached senior status and all of the challenges that go along with that age in life. We also seek someone who can keep an eye

out for members who are adrift or may feel excluded. Everyone has the right to leave, but we need to understand why this happens in case we need to make changes.

As for counseling, we do not expect our Pastor to be a therapist or psychologist, but will be available to be a good listener and know of resources available for referral to people in need. Spiritual guidance and prayer for people in need will be expected. We seek a Pastor who is inclusive, can see those who are marginalized in our congregation and will work to include them.

We seek a Pastor who is genuine and personable, with a calm confidence, secure in who they are. The Pastor must also be comfortable with lay leaders, yet willing to voice their thoughts and suggested direction. We need a Pastor who can relate well to our youth and all members regardless of age.

COLLABORATIVE:

We are a lay-led Church. We do not expect our Pastor to be the person making personnel, building management or programming issues decisions alone. Our organization and structure allows lay leaders to be responsible for operational decisions, so that the Pastor will not be responsible for making sure the grounds are mowed or the snow is plowed. Our Board and committee structure allows for the smooth operation of our church. We do seek a Pastor who works well with others, and will stay up to date on who is responsible for which tasks. Participation in meetings of our Boards and the Council is essential and encouraged.

We are not looking for a Pastor to be the CEO of our church. However, the Pastor can and should bring a faith-based approach to many of the challenges our Boards face. Our expectation is that the Pastor will work with our Boards and leadership on the needs of our church as those decisions are being made. We envision the Pastor taking an active role in discussions that affect the direction of our church. We also realize that once decisions are made, the Pastor will be integral to making those initiatives succeed.

The Pastor may be faced with daily operational issues where action must be initiated by the Pastor. For example, if the church connection to the web is broken, the Pastor should seek the help of our Internet service provider. If there is a need to change that provider, that should be brought to the attention of other lay leaders. While we have staff/volunteers who are responsible for daily operations, if the Pastor is the only person in the building and a problem is found, the Pastor will take appropriate action to address it. The Pastor will be able to make operational decisions within the context of the decisions made by the lay leadership and the Pastor in a collaborative decision-making process.

Our Pastor will also collaborate with our other paid staff and meet with them regularly to share information on what each has and will be doing to support our church, seeking to provide an overall coordination of activities.

EFFECTIVE AT PREACHING

We seek a Pastor who can translate scripture into our everyday lives. Our congregation was an enthusiastic supporter of the national office's "God is Still Speaking" Campaign. We hope that our next Pastor will address us on events that occur in our lives that need a scriptural context, to help us understand what Jesus would expect of us. We seek a Pastor who can guide and help us grow spiritually. We expect sermons that are based in scripture.

In the past, we have been fortunate to have Pastors who were good storytellers, incorporating personal experiences into their sermons — which we have renamed "messages." Weaving the scripture of the day into the stories of personal experiences brought insight into how the message was relatable to real life. Those messages not only opened the Pastor to the congregation, but also demonstrated that the Pastor not only talked the talk, but walked the walk as well. Additionally, the incorporation of drama as part of the "message" brought a sense of reality to this time during the worship while also incorporating members into the service.

A successful message for us is one that is based in scripture and relates to real life in our current timeframe. We also have many families who face Sunday morning time constraints. We appreciate well-planned services with a predictable end time.

As we restart in-person worship after COVID-19, we are re-examining what worship can be, and "Effective Preaching" will have a broader definition for us than just standing at the pulpit and speaking. We hope that our new Pastor will continue this journey with us as we strive to answer the question, "What is worship?"

Finally, we seek a partner who will help us move our church forward, not only growing our membership, but growing our faith and our outreach to the community and the world.

1c. COMPENSATION AND SUPPORT

Salary Basis: \$57,000 - \$77,000 (minimum, depending on experience)

Benefits: Salary plus Benefits

What is the expected living situation for your next minister:

Living nearby with a housing allowance: We would hope that the Pastor could live within approximately a 25 minute commute, enabling them to be not only a part of our church community, but the communities around us as well.

State any incentives:

Every five years, we encourage our Pastor to take a paid sabbatical of the Pastor's choosing lasting approximately 3 months, to explore their faith and recharge their

enthusiasm for ministry. Continuing education funds are also available for the purpose of just that, continuing education.

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

Clergy Development Group for this area
Southwest Association

1d. WHO IS GOD CALLING TO MINISTER WITH US?

We seek a Pastor who is authentic, genuine, vulnerable, and knows it is okay to make mistakes. We want to have a pastor who is real, relatable, and comfortable with who they are and where they are on their spiritual journey. This person would have the ability to build relationships with people of all ages.

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

We expect to collaborate with the Pastor on achieving ministry goals within the building and beyond. Within the church, our ministry goals are enhancing and taking care of our own community, including working with lay leadership to contact members who have become less active. Beyond the church, our ministry goals focus on expanding our presence more in our community while addressing basic needs, social justice issues, and environmental outreach.

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

Our congregation makes an impact in the community in various ways, including Recycle the Warmth (donating bedding and monetary donations to St. Vincent de Paul), Mitten Tree (donating winter clothing to Middleton Outreach Ministry), Middleton Youth Center (assembling food in paper grocery bags for the children there), and many more. We envision a Pastor who will not only support us with our current missions, but also will encourage us to increase our impact and the scope in which we serve our local and global communities.

Based on what you have learned about who your church is, who your church's neighbor is, and who God is calling the church to become, describe four areas of excellence from *The Marks of*

Faithful & Effective Authorized Ministry that your next minister will display to further equip the congregation's ministry in these areas.

We have some reservations about the cultural relevance of this document. That being said, the areas we would list are:

- Working collaboratively with intercultural awareness and sensitivity.
- Maturing in effective proclamation and preaching.
- Leading faith formation effectively across generations.
- Nurturing care and compassion for God's creation, including the dignity of all God's people.
- Drawing on the ministry of Jesus Christ to confront injustice and oppression.
- Practicing the radical hospitality of God.

2. 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?

In 2019, our church embarked on an Appreciative Inquiry Process. The answers to these questions come from that process and a survey of the congregation in November 2020.

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

As noted above, shortly before the onset of the pandemic, Middleton Community Church undertook the Appreciative Inquiry process. As part of that process, we identified our **Dream Statement**:

MCC is an evolving, vibrant, and diverse Christian community nurturing spiritual growth to empower people at all stages of life, as they seek to express Jesus’ love through local and global collaborations grounded in courageous conversations and bold action.

And, we identified the following themes:

1. Outreach that affects change
 - a. Actively seeking opportunities for social justice, locally and globally
 - b. Being community partners with children, youth, adults in the wider community
 - c. Dealing with real life issues and questions by listening first
 - d. Meaningful mission
2. Connecting and welcoming others
 - a. Radical hospitality – We are here for you
 - b. Open and Affirming and connecting with other diverse communities
 - c. Creating a hub for neighborhood involvement
 - d. Authentic, genuine risk-taking
 - e. Creating a safe environment
3. Spiritual Formation and Growth
 - a. Accepting individuals where they are on the spectrum of their faith journeys
 - b. Integrating children and youth appropriately
 - c. Continuing a learning community that nourishes the spiritual, intellectual and service dimensions
 - d. Encouraging generosity (time, talent and treasure)
4. Relevant and creative worship

- a. Music and the arts
 - b. What is worship?
- 5. Internal Care
 - a. Creating an intergenerational community by caring and supporting one another
 - b. Providing opportunities for informal interaction
- 6. Managing growth
 - a. Governance, leadership
 - b. Staffing
 - c. Physical space
 - d. Stewardship of resources

Based on these themes, we identified some possible **Initial Bold Steps** we might want to pursue, listed in order of importance. (Verbatim list from our meeting before the COVID pandemic)

1. Select a set of community partnerships to determine community needs (listen/action)
2. Vibrant hub for community activities
3. Support MOSES(Madison Organizing in Strength, Equality and Solidarity), a criminal justice reform organization
4. Developing partnerships with schools
5. Staff up for future growth
6. Expand educational wing and other spaces
7. Flatscreen images of congregational activities in the lobby/entryway
8. Getting out there to say who we are
9. People verbally share their (spiritual) experiences
10. Strengthen ourselves financially in a way that is visible in the community (make a difference)
11. Create a learning space for the community other than Sundays

After identifying those possible bold steps, we identified **Next Steps**, which we put on hold due to the pandemic and the resulting closure of in-person activities. However, we are now re-convening to re-start those next steps with changes that have impacted the church due to the pandemic:

1. Boards, committees and staff review Dream Statement, Themes and current Provocative Propositions (bold actions).
2. All groups have access to the original meaningful statements submitted by church members, if needed. (They are on the church website.)
3. Boards and committees develop their own plans for 1 year, 3 years and 5 years.
4. Cross-group planning and communication is highly encouraged.

Given our interrupted process, we hope to re-invigorate the Appreciative Inquiry process and move the congregation forward accordingly. Rather than wait for our new Pastor, we hope to continue our vibrant and energetic efforts to re-imagine Middleton Community Church. However, the leadership of the church is conscious of the following challenges as we move out of the pandemic.

1. Based on the responses of the members who participated in the recent Appreciative Inquiry meetings, we recognize a continued interest in learning about, responding to and working on social justice issues. This would be both locally and globally, from issues of race to climate change to incarceration issues.

2. We are in the center of a building boom, from a new school across the street to a growing, multi-cultural residential neighborhood on adjacent land that we previously owned. Being a welcoming place for all these new residents will be essential to Middleton Community Church as we emerge from the pandemic.
3. Continuing to be and promoting our church as an open and affirming congregation as we continue to work on our radical hospitality will be central to who we are.
4. Building on a history of providing intergenerational opportunities for all in our congregation will continue to be an important part of our Faith Formation.
5. As a result of our COVID-19 experiences, we will need to continue and expand our presence on the web. Worship opportunities, meeting and group interactions via the web could help us achieve the other goals we have.
6. With our Faith Formation Director, our Christian education programming for all ages has become a growing and important ministry in our church that we will continue to invest in, especially as we emerge from the pandemic and are able to provide a wider array of “congregating,” not only for our children, but for all members.
7. Nurturing our congregation, especially those who are struggling due to COVID-19 stressors. We made a decision as a church not to meet in person due to health and safety concerns and that, when we return to the Sanctuary, multiple options for participating in the service will be available. As a result, we set about working on a holistic approach to reach and nurture all members of our congregation which is something we especially hope to continue even after we can return to in-person worship and faith activities at the building.

3. WHO ARE WE NOW?

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

- 3a. CONGREGATIONAL REFLECTIONS
- 3b. 11-YEAR REPORT
- 3c. CONGREGATIONAL DEMOGRAPHICS
- 3d. PARTICIPATION AND STAFFING
- 3e. CHURCH FINANCES
- 3f. HISTORICAL INFORMATION

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation’s life of faith.

Middleton Church Covenant (original 1934, since revised):

In the presence of God and this community we confess our faith in Jesus Christ as our Lord and Savior and intend to be his disciples, to obey his word, and to show his love. We will be faithful members of this church, upholding it with our presence, our prayers, our gifts and our service, and will seek the fellowship of the church wherever we may be.

We are committed to fostering a diverse and inclusive church community. This starts with simple things like using inclusive language, as much as possible. But it is also ingrained in who we are; our congregation voted unanimously to be an Open and Affirming congregation, and it is central to our identity as a church. Open and Affirming (ONA) is a public promise that we will always welcome people of all sexual orientations, gender identities, and gender expressions. However, we realize our work toward inclusivity is not complete. We continually strive to be better - as a congregation and as “ministers” to our members, our community, our nation, and our world.

Describe several strengths or positive qualities of your congregation.

We are blessed to have very dedicated leadership in our church, as well as talented members who bring their varied gifts (music, gardening, sewing, writing, technology, etc.) to our collective table. This allows us to dedicate time and talents to each other and those in need in the community around us. We truly try to be a community church in our actions, in where we allocate our money, and where we spend our time.

Describe what worship is like when your congregation gathers.

This answer has changed drastically since COVID-19, so the answer is in two parts, pre and during-COVID-19.

Pre-COVID-19: On Sundays, worship took place in our sanctuary. It typically lasted an hour with communion once a month. Communion is open to all whether a member or not, including children who have not been confirmed. Baptisms take place during the service, usually during the Children's Moment and children are very welcome. We have a Children's Moment (message- usually delivered by the Faith Formation Director and/or the Pastor) and on Communion Sundays, the children stay in service with families. On non-communion Sundays, they leave midway through the service to attend Sunday School.

We have adult liturgists as well as youth who participate in the Call to Worship and Scripture readings. We have wonderful music at our church, with a choir, music director, and talented instrumentalists. Music sets the tone for worship.

Preaching can be presented in many different ways; lay leaders, music, messages, drama, etc. Utilizing the many different talents of our church, we have explored many different avenues and technologies for delivering the message.

After the service, we gathered for fellowship time, with cookies and coffee supplied on a rotating volunteer basis, and then spent time together in fellowship while children ran around playing. In the warm weather we would have the doors from the Fellowship Hall open to the Memorial garden space and people would mill in and out.

During-COVID-19: With the shut-down, the Pastor, staff and the Board of Worship quickly pivoted to provide a virtual worship service. The entire worship service is pre-recorded and available on YouTube by Saturday each weekend. We are very lucky that our Office Manager's previous career was in video production which gives our virtual efforts a very polished look. These services are usually lively affairs including our talented musicians and with many individuals/families contributing to the various spoken parts of the worship service, making it a service that feels inclusive of the entire congregation. It is a chance for us to see families we might not always see right now during COVID-19, and to enjoy the many different musical gifts from the congregation. We continue to have fellowship time, facilitated by the Pastor, now online via Google Meet, with approximately 20-30 attending regularly.

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

We use Cokesbury's "Celebrate Wonder" curriculum for elementary youth. For Middle and High School, we use a discussion format with topics chosen jointly by the leaders with input from the youth. Recent topics include racism, social justice, and climate change.

We use “Confirm, not Conform” for our confirmation curriculum. We have two confirmation leaders, supported by the Faith Formation Director and the Pastor. We are continually working on creating more opportunities for youth to participate in worship beyond just Youth Sunday, Christmas Pageant, etc. They are welcome to be greeters, ushers, readers, and other roles of participation.

We also have many adult education opportunities. This includes book studies during Coffee and Conversation, conversations/studies during Tuesday Night Fellowship, and other one-off educational opportunities.

Describe how your congregation is organized for ministry and mission.

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

Each board (of which there are five) meets monthly, council also meets monthly. The staff currently meet weekly on Mondays. The Moderator and Moderator Elect meet with the pastor monthly as well. We would estimate around 16 hours per month at a minimum.

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

Our church is lucky to be fairly well connected. Our private Facebook group is well attended, and we have a robust email chain for emergency emails. When a crisis occurs, leadership is able to meet quickly, by phone, come to a decision, and push that information out to the congregation in the form of a calling tree, email, notices on TV and radio, and through our social media. For example, when COVID-19 hit our area in March 2020, church leadership quickly convened on that Thursday, discussed our options, then made the decision to close the church on Friday. By the end of the day on that Friday, everyone had been contacted via Facebook and email. Members who do not use the internet were contacted by phone. Then, within a week, MCC established an online worship presence which we have used continually since the beginning of the pandemic due to our talented volunteers and even more talented staff.

2. 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, a link to the last annual report can be found [here](#).

3b. 11-YEAR REPORT (Appendix B)

This report can be found in Appendix B.

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	233	yes
Number of active non-members:	10	yes
Total of church participants (sum of the numbers above):	300	yes

Percentage of total participants who have been in the church: 10% inactive

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	57%	yes
Less than 10, more than 5 years:	15%	yes
Less than 5 years:	18%	yes

Number of total participants by age by percentage:

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>
9%	12%	8%	9%	15%	14%	12%	12%	9%	yes

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Parent(s) with children at home:	33%	yes
Couple without children at home:	30%	yes
Single:	14%	yes
Multi-generational with children at home:	7%	yes
Couple with adult children at home:	6%	yes

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	10%	yes
College:	33%	yes
Graduate School:	36%	yes
Specialty Training:	15%	yes
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	46%	yes
Adults who are retired:	33%	yes
Adults who are not fully employed:	13%	yes

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

We have a variety of occupations within the congregation. With the university, and large healthcare network, many of our members work in education or healthcare. We also have members working in agriculture, clerical, manufacturing, engineering, retail, etc.

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up. Most UCC congregations tend to describe themselves as “diverse.” Yet, the vast majority of UCC congregations are mono-cultural. What does diversity mean in your context?

We are a church populated by many who did not grow up in the UCC tradition and who come from many religious and non-religious backgrounds. While we do have some members who are people of color, we would not describe our congregation as diverse from a racial perspective. We have great age diversity, with a good mix of young families up to retired members. We have diversity of income. Diversity of opinion does exist which is what pushes us to explore and grow culturally. As an open and affirming church, we have a population, albeit small, of members who identify as LGBTQ+.

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one in the near future (perhaps using, for example, the Welcoming Diversity Inventory)? Please note the date. Comment after the exercise:

We have not done this, but are open to the idea of doing it.

3d. PARTICIPATION AND STAFFING

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

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? <i>(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</i>
Adult Groups or Classes	20 (2019)	Lay Leaders with support from Pastor & Faith Formation Director
Baptisms <i>(number last year)</i>	8 (2019)	Pastor
Children's Groups or Classes	30 (2019)	Board of Christian Education & Faith Formation Director
Christmas Eve and Easter Worship	Easter 2019: 241 Christmas Eve 2019: 275	Pastor, Board of Worship, Music Director, Faith Formation Director
Church-wide Meals	75 (2019) - 2 meals held	Board of Membership & Fellowship, Board of Christian Education, and Faith Formation Director
Choirs and Music Groups	25 (2019)	Music Director and Pianist
Church-based Bible Study	22 (2020)	Lay Leaders with support from Pastor & Faith Formation Director
Communion <i>(served how often?)</i>	1st Sunday of the month and special services	Board of Worship, Pastor

Community Meals	800	Trunk or Treat for the church and community - Church wide event. All Boards help under the leadership of the Board of Membership & Fellowship. In 2019 we served an actual meal, but we won't be in 2021.
Confirmation (<i>number confirmed last year</i>)	8 (2020)	Board of Christian Education, Faith Formation Director, Pastor, and lay leaders
Drama or Dance Program	8	Board of Worship
Funerals (<i>number last year</i>)	3 (2019)	Pastor
Intergenerational Groups	n/a	
Outdoor Worship	40 (2020)	Pastor, Board of Worship, Music Director, Pianist, Faith Formation Director
Prayer or Meditation Groups	40	Pastor and Lay Leadership
Public Advocacy Work	8	Faith and Action group
Retreats	2 (2019)	Board of Christian Education and/or the Faith Formation Director
Theology or Bible Programs in the Community	n/a	In local retirement communities, our pastor has provided pastoral services.
Weddings (<i>number last year</i>)	4 (2019)	Pastor
Worship (time slot: 9:30 am)	120	Pastor, Board of Worship, Music Director, Pianist, Faith Formation Director
Worship (time slot: _____)	n/a	
Young Adult Groups or Classes	n/a	
Youth Groups or Classes	11 (2020)	Faith Formation Director
Other		

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)
Gail O'Neal	4	Conference	Association	Y
James Iliff	3	Church	Pastor	Y
Rich Pleva	3/4	Church/Conference	Pastor/Association	Y
Dave Werner	3	Church	United Methodist Pastor	Y

With the exception of Rev. Iliff, all the retired pastors have provided supply preaching, attend regularly. Rev. O'Neal has served on boards and committees. Rev. Iliff is currently looking for a new church home, but has been delayed due to COVID-19. He is following the Clergy Code of Ethics while still a member of the church.

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staff person serves as head of staff. (Our Pastor convenes staff meetings, however, with our board structure, we do not have a single head of staff.)

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Office Manager	no	part time	Board of Finance	5 years
Faith Formation Director	no	full time	Board of Christian Education and Board of Membership and Fellowship	3 years

Youth Coordinator	no	part time	Board of Christian Education	To Be Filled
Music Director	no	part time	Board of Worship	Position filled as of June 1, 2021
Pianist/Asst. Music Director	no	part time	Board of Worship	35+ years
Building and Grounds Manager	no	part time	Board of Finance	2 year

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

We are a growing and evolving church. We continue to look for opportunities to give back and assist our community, city, and world, as well as providing opportunities within our church for people to participate in numerous ministries. We are financially sound and feel blessed that everyone is able to give of their time and talents as they feel able and comfortable.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$406,389
Endowment Proceeds	N/A
Endowment Draw	N/A
Fundraising Events (Jamaica auction)	\$4,522
Gifts Designated for a Specific Purpose	\$30,707
Grants	N/A
Rentals of Church Building	\$2,155
Rentals of Church Parsonage	N/A
Support from Related Organizations	N/A
Transfers from Special Accounts	N/A

Other (specify): Interest	\$2,044
Other (specify): Fellowship receipts	\$93
TOTAL	\$445,910

Current annual expenses (dollars budgeted for most recent fiscal year): \$403,155

[2020 Treasurer's Report](#)

[2020 Balance Sheet](#)

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

Our pastor retired in October 2020, so the Treasurer's Report for 2020 is not an accurate reflection of ministerial support. In 2019, the ministerial support was approximately 27 percent of our overall budget.

Has the church ever failed to pay its financial obligations to a minister of the church?

No.

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

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

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

OCWM is a budgeted item each year; currently budgeted at \$21,000 annually.

What is the church's current indebtedness?

Total amount of loan debt: \$122,708 (Camp Balsams, see page 24)

Reason for debt: In 2015, a year-round, fully-accessible cabin was built at Camp Balsams outside of Eagle River, Wisconsin. Payments on this debt are funded exclusively by rental income from Camp Balsams.

We do not have any debt associated with the main church building and property. We paid off the mortgage in 2019.

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.

Not applicable.

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

Year(s)	Purpose	Goal	Result	Impact
2010-11	“Imagine the Possibilities” (pay off mortgage for new church building)	\$1.2 million	\$1.4 million	This paid off a substantial amount of the mortgage and by 2019 we paid off the remaining amount.
2015-18	“Through by ‘22”	N/A	\$212,000	Paid off further amounts of church mortgage.

The goal was to pay off the Church mortgage by 2022 which was accomplished in 2019 when we sold our excess land to a developer. This land is now under development and has become a neighborhood for the Church to serve.

If a capital campaign is underway or anticipated, describe: Not applicable.

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

We concentrated on paying off the mortgage so that we could “imagine the possibilities” of the ministries we could fund/increase if we freed up the funds being paid to our mortgage and interest payments.

Does your church have an endowment? No.

What is the market value of the assets? Not applicable.

Are funds drawn as needed, regularly, or under certain circumstances? Not applicable.

What is the percentage rate of draw (last year, compared to 5 years ago)? Not applicable.

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: Not applicable.

At the current rate of draw, how long might the endowment last? Not applicable.

Please comment on the above calculations or estimates:

Other Assets

Reserves (savings): \$229,440

Investments (other than endowment): \$50,000 (Vanguard brokerage account)

Does your church have a parsonage? No.

Describe all buildings owned by the church:

Church building. The church building is a single-story structure of about 12,500 square feet that sits on 10 acres of land. In addition to the beautiful sanctuary, there is a large gathering space outside the sanctuary (Fellowship Hall), a medium-sized gathering space in the Sunday School wing (multi-purpose room), and a meeting room/lounge with a fireplace and elements from our church history, including the original charter signed by 34 church members in 1936 (Heritage Room). The building also includes 4 Sunday School rooms, a nursery, and a kitchen. A memorial garden/reflection area occupies a courtyard just outside Fellowship Hall..

Camp Balsams. This church retreat consists of 6 cabins of varying sizes located on a peaceful lake in northern Wisconsin about 200 miles north of Middleton. This land and its original five cabins were gifted to MCC in the 1950s and are available for use for church functions, and can be rented by church members. The 6th cabin was added in 2015. It is handicapped accessible and can be used year round.

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

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

The church building is fully accessible to wheelchairs. One of the cabins at Camp Balsams is 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 church placed a priority on minimizing its debt so that it has the financial capacity to focus on missions and ministries. Following our capital campaign, in 2017, we moved to a full time Faith Formation Director. In addition, since 2017, budgeted mission giving has increased by almost 20 percent. During COVID, the addition of a Youth Coordinator was approved and hiring is in process.

3f. 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.

<u>Event</u>	<u>Year</u>
The founding of our church. We were founded on the premise that we would be a church for persons who did not have a church home. At the time of our formation, Middleton had only a Catholic and Lutheran church. We began as a strictly Non-Denominational church.	1935/1936
Debating and ultimately voting to join the United Church of Christ.	1968
Voting to sell our church home on Elmwood Ave and moving to our current home.	2003-2005
Deciding to be and voting on open and affirming	2008
Virtual Church during the Pandemic	2020-2021
Sale of additional property	2018

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

Managing the COVID-19 pandemic, at the same time as multiple staff retirements, created a significant challenge for our church. Although our congregation decided to postpone in-person worship services and other church meetings until these become safe again for everyone, we continued to reach out and check-in with most of our members. Their participation in our virtual church events and their answers to our November 2020

household survey suggest that most remain connected, continue to engage in various projects that advance our church mission, and are optimistic about the future.

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

In 2018 we sold approximately 8 acres of our church property on Old Sauk Road, allowing us to pay the remainder of our mortgage. We needed to sell off the land or find an agricultural use for it in order to keep our property taxes at a manageable level. In Wisconsin a church may own up to 10 acres of contiguous land where their principal building is located and receive a property tax exemption on the 10 acres. Any additional land above 10 acres, is assessed at its full use value. Wisconsin law also provides for agricultural land to be assessed at its value for agriculture, which is a far lower amount than full value market assessment. When the congregation was presented with a resolution to put the land on the market, there were numerous concerns raised about keeping the land. The Moderator then asked for volunteers to participate in a working group to review the land sale options and investigate what we could do with the land if we did not sell it. At first the working group was pretty evenly divided between those who thought the church should sell and those who thought we should not.

After several meetings over several months, the group reached consensus that, with the rapid growth around us and the tax implications involved should we keep the land, we should seek a buyer with a use that would be consistent with our mission as a church. All the members of the working group are still members of MCC.

When conflicts arise in our congregation we endeavor to provide all parties an opportunity to voice their concerns and opinions, while respecting our lay leadership process. We usually reach consensus, but in the end the Moderator and Council have the final say in how to proceed and if a congregational meeting is appropriate, if not otherwise required by our constitution.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
James Iliff	19	Y
Joanne Thompson	10	Y
John Bell	7	Y

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

At Middleton Community United Church of Christ, more familiarly known as Middleton Community Church (MCC), the relationship between the Pastor and the lay leadership has always been a shared and cooperative one. MCC has a history of strong lay leaders who work hand-in-hand with the Pastor to sustain an active and strong congregation. It is our strong leadership that has helped MCC to maneuver successfully through the global pandemic while seeking a new settled Pastor.

The organizational structure of MCC is based on intentional lay-led ministries – especially considering the number of lay-led ministries that exist at MCC. All lay-led ministries are organized under one of the five (5) main Boards at MCC: Board of Christian Education, Board of Finance, Board of Membership & Fellowship, Board of Mission & Stewardship, and the Board of Worship. The functions of all five boards are clearly defined in the MCC constitution which is part of this profile. Using those definitions, it is clear which ministries attach to which Board. Additionally, we have a Pastoral Relations Committee and a Personnel Committee.

As an example, the AVL (Audio Visual Lighting) / Deacon / Music / Sanctuary Arts / Ushering ministries all fall under the Board of Worship. Each of those ministries has a chairperson responsible for their operation who reports to the Board chair or, as necessary, to the entire Board. As such, when the Pastor meets monthly with the Board of Worship, they are also informed regarding the activities of those ministries.

Given the large number of lay-led ministries at MCC, it would not be prudent to expect the Pastor to attend all meetings of all the groups. Hence, the expectation is that the Pastor will attend the monthly meetings of all the MCC Boards and the Council. As to all the other groups, the Pastor is usually kept informed of their activities and asked to meet with them on an “as needed” basis. It has been our experience in the past years that the Pastor is generally a supporter, but not the main lead in the small group ministries. However, there are some ministries where, if the Pastor has a particular interest, they are welcome to participate in as large a role as they can manage. For example, if the Pastor has a keen interest in climate change, then their involvement with the Green Team would be appreciated and welcomed, but it would not be expected for the Pastor to do the “leg work” of the ministry.

Knowing we have a strong leadership base, we hope that our new Pastor will take advantage of all those “helping” and “knowing” hands not to “start over,” but to continue moving MCC forward into the future. The leadership at MCC is a dedicated

group and a collegial approach will help the Pastor become an integral part of our congregation quickly. The pandemic quickly caused MCC leadership to organize a vibrant online church community to ensure the membership stayed strong and committed. Each board accepted their responsibilities to the congregation and, knowing that we could not wait for the new Pastor to get things moving, did what was necessary and more to keep the MCC community together, with special attention being made to reach out to all members and assist where possible during this very unusual and trying time. Hence, our Pastor should be a person who values lay leaders, is happy working “with” them and is not just a cheerleader for the mission leaders in the congregation, but a happy participant – lending their skills to enhancing the mission of MCC in general.

A final note: MCC has been known for a long time as a musical church – with a strong music ministry led by a talented Music Director. This congregation loves to sing and loves its musicians! We have many talented and skilled musicians and seek a pastor who can work creatively with them and with our Music Director and Assistant Music Director.

Has any past leader left under pressure or by involuntary termination? Not in the past 40 years.

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

4. WHO IS OUR NEIGHBOR?

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

4a. COMMUNITY VISION

4b. MISSION InSite

4a. COMMUNITY VISION

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

Our church has a strong presence in and relationship with our community. Before COVID-19, we had done a Halloween-themed community event called "Trunk or Treat" multiple years and an annual family-friendly movie day. Some services we provided for the community included “survival” bags that the youth and our Faith Formation Director delivered to people experiencing homelessness in downtown Madison, and Just Bakery (the employees are people previously incarcerated) had sold baked goods at our church once a month. During COVID-19, MCC has begun a partnership with Forward Garden, part of the Madison Food Pantry Gardens network, which has been providing produce to the local community.

Globally, we donate to One Great Hour of Sharing each year.

We also have a connection with an island in the Philippines whereby members of our church community sponsor specific children and youth. After a disastrous typhoon hit the area in 2013, we have enabled many children there to attend school who might otherwise not be able to, and we have helped their families by sending cards, donations, books, and other gifts and supplies.

Jamaica Mission - MCC youth, adults and staff have been making Fellowship Trips to Jamaica for approximately 30 years. The area we visit is due to the fact that some of our members have deep family ties to the North Coast area, and this has expanded to include lifelong friendships of MCC members with some of the North Coast people.

Pre-COVID-19, we made the trip approximately every other year and focused on a specific work project.

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

We regularly send delegates to association and conference meetings. Members of our church have served as delegates to the General Synod. As they are called to do so members of the congregation have also served on committees/boards of the association and conference, as well as the Board of Directors for The Crossing. Our previous Pastor met with pastors from other area churches on a monthly basis and also participated in association/conference boards. We would expect our new Pastor to do the same.

Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations. (Find more information as desired at ucc.org.)

Check any statements below that apply to your UCC faith community.

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

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

We became Open and Affirming (ONA) in 2008. It is meaningful to us because we believe that everyone is welcome and can find a spiritual home at our church. We follow God's/Jesus' example by imagining a just world where everyone is loved and accepted for who they are.

We have a Green Team which is beginning to work on acquiring the Creation Justice designation for our church. We care about the climate crisis, and protecting and preserving nature and the environment. We have solar panels on our church roof, and shelves in our Fellowship Hall filled with coffee mugs instead of using disposable coffee cups. Before COVID-19, we had potluck-attendees bring their own tableware to eat off of to limit the amount of waste.

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

Middleton Community Church (MCC) UCC has worked with First Congregational UCC, Beth Israel (A Jewish Temple), and Madison Christian

Community, which includes Community of Hope UCC and Advent Lutheran Church ELCA while planning and participating in Martin Luther King Jr. Day activities for children.

Memorial UCC in Fitchburg has been involved with MCC's Summer Servants program for youth, and MCC has had a speaker for the program from New Covenant Church of Christ.

MCC has worked as a sponsor church of Middleton Outreach Ministry (MOM) since the earliest days of MOM's existence, providing its office space at times. MCC is active in supporting all of MOM's food and clothing and holiday gift drives and donates a substantial sum to MOM annually from a permanent line item in the church budget.

Through The Road Home Dane County, MCC has been working directly with two congregations, Good Shepherd Lutheran Church of America ELCA and the Church of Jesus Christ of Latter Day Saints Mormon Church, to plan for the weeks in which meals are provided to the Healing House. The Healing House, in downtown Madison, is a place for people experiencing homelessness to recuperate after a hospital stay, typically due to surgery or childbirth. Three other congregations that MCC has worked loosely with to coordinate events for The Road Home are Luther Memorial Church ELCA, Geneva Campus Church, and The Christian Science Neighbors.

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

We have a Vision Statement which accurately reflects how we focus our ministry. The values mentioned in the statement are hospitality, worship, faith development, mission and service, and generosity. Our Boards help us honor those values. Through the Appreciative Inquiry process, we are working on how to actualize our Vision.

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?

Much of the community ministry that our church participates in is taken on by members of the congregation, including the Philippines, Jamaica Mission Trip, Middleton Outreach Ministry, and The Road Home missions. Our Pastor should be active to the extent that they can, within the community and within the conference and association.

4b. MISSION InSite

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

Within a one mile radius from our church, the majority of the population consists of school-aged children and folks from the older end of the age spectrum, and the trend is that it will likely stay that way for the next five years. A unique opportunity that has been discussed is a multigenerational center, to be built just east of our church. The younger people of our church could spend time with the older folks who live in the cottages to the east of our church. This would connect school-aged children with older adults, allowing for meaningful conversations, learning important life lessons, and lifting each other up through God's love.

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?

a) The MissionInSite report indicates that 53% of the neighborhoods adjacent to our church house families. Our congregation's internal demographics are similar to that.

b) The MissionInSite report indicates that 58% of the neighborhoods with which our church connects house families. Our congregation's internal demographics are similar to that as well.

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

The demographics of the community shape our ministry in that children and youth are highly prevalent, valued, and involved within the church. Our Faith Formation Director plans multiple programs each month specifically for children and youth, and there is at least one worship service each year led by children and youth.

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

Community leaders have said that when they think about our church, they think of a place that fosters a deep connection between faith and the real needs of the community. They also think of genuine hospitality and sincerity - the kind that welcomes and values new ideas, hard conversations, and introspection. They say our church is known for community involvement, warmth, and dependability.

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

Our newest members of our church said they appreciate our friendliness, openness, and progressiveness. Upon entering our church for the first time, they were met with a great sense of comfort and welcome, in a genuine way. They value our love of music, which is woven throughout everything our church does. They resonate with our emphasis on care of creation, social justice, and community service. Another aspect in which they connect with us is our inclusivity. For example, during communion, we use gluten-free bread and grape juice for the sacraments, so all can participate. They are also grateful for our sense of community and connectedness, especially during COVID-19 times, including our online services and phone calls. They specifically mentioned how much they appreciate our youth programs and the fact that we have a lot of young people here at our church.

5. REFERENCES

Name up to three people who have agreed to serve as phone and written references. Advise the three references: “The contact information you provide may be shared publicly. Please use contact information that you feel comfortable giving to candidates so they can reach you with their questions.”

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

REFERENCE 1 (Appendix C)

Kristin Rucinski

(608) 294-7998 ex. 302

kristinr@trhome.org

Executive Director of Road Home, a charity we work with.

REFERENCE 2 (Appendix D)

Ellen Carlson

(608) 826-3404

ellen@momhelps.org

Executive Director of Middleton Outreach Ministry (MOM), a charity we work with.

REFERENCE 3 (Appendix E)

Rev. Dave Werner

(608) 826-0319 (landline)

golfandpreach@juno.com

Retired Pastor who regularly attends our church with his wife, who is a member.

6. CLOSING THOUGHTS

6a. CLOSING PRAYER

6b. STATEMENT OF CONSENT

6c. CONFERENCE/ASSOCIATION VALIDATION

6a. CLOSING PRAYER

Micah 6:8 "What does the Lord require of you but to do justice, and to love kindness, and to walk humbly with your God?"

God, we ask your blessing as we present this profile as an accurate assessment of who we are and who we aspire to be, as we seek a person to walk with us in faith as our settled pastor. A person who will share Your love with our congregation, our local communities and the world, in both words and action. We also give thanks for Jesus' example of loving kindness, which inspired this committee to work together to develop this profile and to courageously share their deepest thoughts and feelings, always putting the needs of the entire congregation above their own. So it is with gratitude and excitement that we begin the interview and selection process and we ask that you continue to work within us and through us as we seek your guidance in the weeks and months ahead.

6b. STATEMENT OF CONSENT

The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this profile that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates.

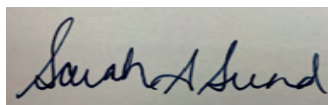
As the committee charged with the responsibility for identifying and recommending suitable new ministers for our church, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and opinions about 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? *(for example, church council or consistory, transition team, etc.)*

The Profile was compiled by the Pastoral Search Committee with input from leadership, staff, and the entire congregation.

2. Additional comments for interpreting the profile: The 11 year report will not accurately reflect our current membership numbers. As part of this search process, we decided to reach out to inactive members in order to clean up the rolls and give us a more accurate membership number.

Signed:

A handwritten signature in blue ink that reads "Sarah Sund". The signature is written in a cursive style and is positioned above a horizontal line.

Name / Title / Date:

Sarah Sund, Chair of the Pastoral Relations Committee 09/01/21

6c. 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: 

Name / Title: Rev. Lorraine Cenicerros

Email: lcenicerros@wcucc.org

Phone: 608-630-2992

Date: September 2, 2021

**UNITED CHURCH
OF CHRIST**



This document is created through support to Our Church's Wider Mission (OCWM) and is only possible through the covenantal relationships of all settings of the United Church of Christ.

“Jesus answered them, ‘Have faith in God!’” – Mark 11:22

POSITION DESCRIPTION - PASTOR

MIDDLETON COMMUNITY UNITED CHURCH OF CHRIST

VISION STATEMENT

As a faithful church we will provide opportunities for growth in our witness to the grace and love of God through hospitality, worship, faith development, mission and service and generosity.

I. POSITION SUMMARY

As the spiritual leader of the Middleton Community United Church of Christ, the Pastor will inspire connection between the Christian faith, the church's story and the members' own individual stories.

In consultation with the Boards, Committees and ministries of the Church, the Pastor shall develop and implement a program of worship, spiritual nurture, counseling, teaching, pastoral care and other similar activities. The Pastor shall lead the Church as it strives to care for its congregation and others, including the poor, the sick, the sorrowing, the indifferent and the stranger. [Constitution, Art. VII (B)]

The Council shall supervise the Pastor which shall include a policy and procedure for periodic performance review and evaluation, and the Pastor shall regularly report to the Church Council. [Constitution, Art. VII(B)4]

The Pastor's essential responsibilities shall include:

A. Faith Formation

1. The Pastor shall serve as a leader in the Church's intentional faith development process, helping members connect faith and life. The Pastor will promote the integration of church supported programs and activities into the life of the Church.
2. The Pastor will work with the Board of Christian Education and Faith Formation Director to coordinate and promote the teaching ministry of the church.
3. The Pastor will work with the Faith Formation Director to support the Sunday School teaching team.
4. The Pastor will work with the Faith Formation Director and the Confirmation Teaching Team to plan and teach the confirmation class.
5. The Pastor will work with the Faith Formation Director and lay leaders to plan and implement adult faith formation programs.

B. Worship Planning and Leadership

The Pastor shall work collaboratively with the Board of Worship, Music Director, Assistant Music Director/Pianist, the Worship Teams and others to prepare and present thought-provoking, inspirational worship founded on Scripture and related to the life of the congregation and its role in the community and world. Worship planning and leadership activities include:

1. Preparing the Order of Worship and delivering original sermons based on study and life experiences within the seasonal calendar of the church;
2. Officiating at ceremonies (virtually and in-person) for the church (i.e. weddings, funerals, baptisms, confirmations, and special services);
3. Exploring new approaches of worship that provide inclusive opportunities for all, which are also welcoming to unchurched persons; and
4. Continuing to have a virtual presence online.

C. Pastoral Care

1. The Pastor will work collaboratively with the Care Team and staff to provide pastoral care to members and regular attendees of the congregation including:
 - a. Making personal connections and building relationships with members, regular attendees and potential new members.
 - b. Visiting members and regular attendees, particularly those who are homebound, hospitalized, nursing facility residents, and those members who have been absent for awhile.
 - c. Providing pastoral care and making referrals for counseling as needed. The Pastor will maintain a list of referrals for needs outside the pastor's responsibilities.
2. The Pastor is expected to be sensitive to the needs of congregational members (i.e., regular attendees/members who stop attending for a period of time) and the unchurched in our community, providing spiritual and material support as appropriate.

D. Stewardship, Membership and Outreach

1. The Pastor will work with the Board of Mission and Stewardship, as well as the Church Council, to coordinate the mission "work" of the church – locally and globally.
2. The Pastor will work with the Stewardship Committee of the Board of Missions & Stewardship to balance the congregation's stewardship capacity for giving with the church's financial needs, actively encouraging generosity to meet the mission of the church.
3. The Pastor will work with church members and the Board of Membership and Fellowship to create a culture of hospitality, openness and welcome, which in turn builds an atmosphere for faith journeys and growth. This includes:
 - a. Reaching out and welcoming visitors;
 - b. Providing leadership, in collaboration with the Faith Formation Director, for formulating and planning for New Member Classes; and
 - c. Leading New Member Classes, insuring that each new member has a member Shepherd to help them learn more about MCC.
4. The Pastor will work with Board of Finance to inform the board regarding church needs which will impact the church's annual budget. The Pastor will also keep the board apprised of building issues/needs and operation.
5. The Pastor represents the Church in relationships involving other churches and in the broader community.
6. The Pastor will take an appropriately active role in Association and Conference activities.
7. The Pastor will provide a voice and face to our online ministry through current and future media platforms. For example, Youtube and Facebook.

E. Strategic Leadership

1. The Pastor shall work with the Moderators, Council Boards, Committees, Ministries, and staff of the Church to help lead in the shared Mission and Vision for the Church.
2. The Pastor will lead the congregation in articulating a vision for the future and the Congregation's role in building it.
3. The Pastor will meet annually with the Pastoral Relations Committee (PRC) and Church Council to set short- and long-term goals and to review progress relative to previously-set goals.
4. The Pastor, in consultation with the Pastoral Relations Committee and Church

Council, will seek continuing education opportunities - including in connection with any sabbatical periods provided - consistent with the mission and vision and short- and long-term needs of the Church, and consistent with the Pastor's own opportunities for spiritual and other growth and development.

F. Staff Leadership and Administration

1. Although the formal reporting relationship of the staff members is to a Board of the Church as appropriate, the Pastor nonetheless collaborates with and mentors the church staff to lead the congregation to achieve its mission and visions.
2. The Pastor will faithfully lead regular meetings with staff and help to promote a high level of communication and collegiality among staff.
3. The Pastor will meet with the Pastoral Relations Committee (PRC) as needed. The general intent of the PRC is to support the Pastor in effectively ministering with and to the Congregation. The committee serves as a liaison between the Pastor and the Congregation by supporting effective communication and understanding roles, boundaries and the needs of the Pastor and the Pastor's family. (Constitution, Art. VII, B1)
4. The Pastor will facilitate the administration of church office functions and the church's relationship with the Wisconsin Conference and the national UCC.
5. The Pastor will help facilitate MCC's online presence (working with our website and social media).

II. MINIMUM QUALIFICATIONS

The Pastor shall have a Master of Divinity degree (or other postgraduate degree in theology) and have standing as an ordained minister in the United Church of Christ or be approved for ordination pending call by an association of the UCC or be in the process of receiving privilege of call by an association of the UCC.

III. PERSONAL QUALITIES

The Pastor must be a person of faith, vision, and leadership who can lead and inspire the congregation to grow in their own faith. The Pastor will possess extraordinary interpersonal skills and the ability to work with a broad range of members/regular attendees.

Revised:
October 2020

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



Church#: 861715

Assoc: 836 **Schedule:** 0 Middleton Community Church UCC Middleton WI 53562

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2010	311	143	156	3	24	0	9	54	-36
2011	325	132	133	6	0	15	5	2	14
2012	325	132	133	0	0	0	0	0	0
2013	350	142	162	8	0	11	6	0	13
2014	346	128	170	1	7	0	6	6	-4
2015	361	140	153	5	0	15	4	1	15
2016	384	110	185	7	0	20	4	0	23
2017	399	118	190	5	0	14	5	0	14
2018	399	118	190	0	0	0	0	0	0
2019	411	119	123	0	0	4	6	0	-2
2020	432	96	100	8	0	13	0	0	21

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
2010	\$260,666	\$170,163	\$19,800	\$6,907	\$26,707	\$11,988	\$38,695	7.60	\$469,524	\$401,266
2011	\$260,347	\$40,452	\$19,800	\$4,013	\$23,813	\$10,765	\$34,578	7.61	\$335,377	\$649,534
2012	\$260,347	\$0	\$22,000	\$6,013	\$28,013	\$0	\$28,013	8.45	\$288,360	\$0
2013	\$355,108	\$344,664	\$18,607	\$3,443	\$22,050	\$8,335	\$30,385	5.24	\$730,157	\$320,966
2014	\$343,528	\$473,962	\$20,000	\$2,112	\$22,112	\$8,500	\$30,612	5.82	\$848,102	\$332,154
2015	\$349,985	\$191,907	\$20,000	\$4,446	\$24,446	\$8,500	\$32,946	5.71	\$574,838	\$355,869
2016	\$275,413	\$198,805	\$20,000	\$5,907	\$25,907	\$20,079	\$45,986	7.26	\$520,204	\$580,291
2017	\$320,816	\$119,606	\$20,000	\$8,596	\$28,596	\$16,842	\$45,438	6.23	\$366,254	\$439,330
2018	\$320,816	\$0	\$21,000	\$4,769	\$25,769	\$0	\$25,769	6.55	\$346,585	\$0
2019	\$356,487	\$0	\$21,000	\$7,046	\$28,046	\$15,078	\$43,124	5.89	\$399,611	\$393,667
2020	\$318,512	\$0	\$21,000	\$2,561	\$23,561	\$13,700	\$37,261	6.59	\$355,773	\$410,425

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2015-2020	19.67	-31.43	-34.64	5.00	-100.00	-8.99	-3.62	-38.11
2010-2020	38.91	-32.87	-35.90	-22.22	-100.00	22.19	-11.78	-24.23

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.



March 31, 2021

Dear Prospective Applicant,

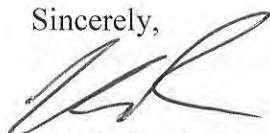
As someone with firsthand experience working and building relationships alongside members of Middleton Community Church, I am thrilled to share more about the wonderful congregation.

I am the executive director of The Road Home Dane County, a local nonprofit focused on ending family homelessness. Our organization started out as an Interfaith Hospitality Network, in which local churches-- including Middleton Community Church-- acted as short-term shelter for families experiencing homelessness. I can honestly say that I have interacted with dozens of congregations in the past decade in my role, and I have always felt such a sense of warmth, humility, and compassion from MCC. When I had the opportunity to attend Sunday services, it was the most welcomed I ever felt! I know, from what I saw myself and heard from families and case managers, that this same warmth and kindness extended to every person that they hosted in shelter.

Even beyond the shelter component of volunteering, the congregation worked hard to be servant leaders and to respect the staff and operations of our organization. They always have a representative at our volunteer meetings and they partner well, and often lead, their "buddy congregations" to be involved and energized. Our shelter phased out in 2018, but MCC remained committed to our mission in other ways, ranging from ongoing meal support for a medical respite shelter for families discharged from the hospital, to one-time opportunities like making Valentine's Day cheer bags for children at one of our housing sites. We have come to rely on the perspective of the current congregation "ambassador" (Ross Michaels) for his combination of thoroughness and thoughtfulness before sharing communication with all our ambassadors county-wide.

All that said, I could not speak higher praise of Middleton Community Church. It has been a pleasure to work with them over the years, and a gift to partner with them on ending family homelessness in Dane County. I hope this letter captures the feeling of what I consider one of our community's "small but mighty" churches making an outsized impact. Please feel free to reach out if I can answer any questions you might have.

Sincerely,



Kristin Rucinski





Preventing Homelessness, Ending Hunger

March 19, 2021

To whom it may concern:

Our organization was founded by community members and churches who had a passion for creating resources to share with their neighbors in need. While MOM has changed over the last 40 years in many ways, one thing that still remains is the need to have a community who supports the work that we do.

One of our most steadfast partners has been Middleton Community Church. MCCUCC was one of MOM's founding churches, and still is an integral part of our work today. I've visited the church many times over the years, and I have always felt welcome and at ease with members. Many members volunteer in significant ways in our work and bring a true spirit of giving, as well as a listening ear.

When I think about MCCUCC, I think of a place that fosters a deep connection between faith and the real needs of the community. I also think of genuine hospitality and sincerity - the kind that welcomes and values ideas, hard conversations, and introspection.

We are so grateful for the deep partnership between MCCUCC and MOM.

In partnership,

Ellen Carlson
Executive Director

Letter of Reference regarding Middleton Community Church United Church of Christ (MCC)

(Requested for the church profile)

Submitted by Dave Werner, a retired United Methodist elder who with his spouse has participated in the life of MCC for some years.

We tried a number of congregations after retirement in 2007 before finding our church “home” at MCC. It had the advantage of being close to our residence and being open and affirming (unlike the denomination I had served for 26 years or so). We visited a Sunday worship service and were greeted by five persons between the door greeter and the chairs in the worship space. One of those five was the pastor. We felt welcomed from the first moment to the present.

Several things continue to bring us joy and challenge. 1. The building is fairly new and carefully designed. The worship space is open, with chairs that can be arranged as desired. A team changes the front wall (with fabric, etc.) according to the church seasons. The kitchen is small, which in my mind is a positive thing. Events with food are either potluck or catered. 2. The music is marvelous. Volunteer choir. Our pianist (church has no organ) is a gracious and very talented musician and has been on staff literally for decades. We are graced with a number of musicians who lead in various ways and times in worship and fellowship (guitar, piano, drums, flute, violin, saxophone, harp, and more).

3. We have dedicated and proficient persons working projection and sound. The quick switch to online worship was made possible by our tech folks and our church office manager, who had professional experience prior to her present involvement with MCC.

4. We have an active educational program, especially for children and youth. Our staff person (Faith Formation) is excellent and appreciated. Volunteers support the teaching and music efforts with young people. 5. We have a sound financial base.

6. MCC has working committees! We may be pastor-friendly, but we also have outstanding lay people who take leadership positions and offer their expertise for the good of the congregation. There’s a willingness to look at new ways of doing things both old and new. There are multiple ways for members and friends to engage in ministry.

7. MCC is connecting with the larger community. A long-standing relationship with Middleton Outreach Ministry (MOM) offers us opportunities for volunteer work and donations of money, food, clothing, and so on. MCC participated in an interfaith program in which congregations took turns hosting families experiencing homelessness

(now The Road Home). The program has changed, but many MCC members and friends continue involvement. One family began a ministry involving many in financial support of school children in the Philippines. Some members participate in Madison events supporting Black Lives Matter and other efforts. MCC has a group who pick up trash along a county highway two or three times each year. Periodically a multigenerational group has gone to Jamaica to work with a school for a week. There are other mission projects too, but I cannot name all of them!

8. The congregation owns a camp in northern Wisconsin and offers cabins for vacations for members. The newest building at Camp Balsams is accessible for those with mobility issues and available for winter use.

Middleton Community Church United Church of Christ is an attractive congregation. The staff is committed and competent. The members and friends are supportive of the local church and one another. MCC is intentional about caring for one another and for reaching out in ministry to the larger community. There are many opportunities for fellowship and service. MCC is a vibrant congregation open and positioned for growth in numbers, ministry, and spiritual maturity.