



Bethel-Bethany United Church of Christ  
Milwaukee, WI

Full-time Settled Minister

Southeast Association, Wisconsin Conference

August 1, 2022

**Table of Contents:**

Contents:

1. Position Posting and Ministry Summary	pgs	2-3
2. Who is God Calling to Minister with Us?	pg	4
3. Who Are We Now?	pgs	4-19
4. Who Is God Calling Us To Become?	pgs	20
5. Who Are Our Neighbors?	pg	21
6. References	pg	22
7. Closing Thoughts and Statement of Consent	pg	23
8. Addendum: Historical Information & Ministerial History	pgs	24-25

## 1. Position Posting

### Listing Information:

Church name: Bethel-Bethany United Church of Christ  
Street Address: 2878 N. 54th Street, Milwaukee, WI 53210  
Website: [www.bbucc.org](http://www.bbucc.org)  
Ecumenical Affiliations: United Church of Christ  
Conference: Wisconsin Conference  
Association: SE Association



UCC Conference or Association Staff Contact Person: Rev. Jane Anderson  
Current size of membership: 173 official members<sup>1</sup>  
Languages used in ministry: English  
Position Title: Senior Pastor  
Position Duration: Settled  
Compensation Level: Full Time  
Does the total support package meet conference compensation guidelines? Yes.

### Summary Ministry Description:

Bethel-Bethany United Church of Christ (also affectionately known as “B-B”) is a Spirit-filled, vibrant, progressive, urban congregation located in the heart of the Sherman Park neighborhood of Milwaukee. Being in the richly diverse city of Milwaukee gives us access to many spiritual, educational, and community resources, and Sherman Park is multi-racial, multicultural and economically diverse. We are continuously working toward living more fully into our values of radical welcome and the pursuit of justice for historically marginalized peoples. We are proud to be open and affirming for LGBTQIA+ people since 2011. Our new pastor will lead us as a congregation to be an even stronger faith community whose mission is to be ambassadors of God's love, both within our current community and outside the boundaries of our church walls.

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<sup>1</sup> We cleaned up our membership roles before our current pastor arrived, and we will do the same thing again.

### **Compensation & Support:**

Salary and benefit range offered is per the Wisconsin Conference guidelines, which will include salary, housing allowance, car travel allowance, health insurance and pension. The final compensation package will be determined by education, experience and other qualifications.

Additional Benefits: Community of Practice fees, continuing education funds, paid vacation.

The pastor will be responsible for their own living situation. Our current pastor has rented and lived in the upstairs apartment of the Community House (next door to the church). This can be an option for our next pastor, but we do not require them to do the same. We do expect the pastor to live near the church—if not in the Sherman Park neighborhood, at least in a nearby neighborhood.

As this is a posting for a full-time position, part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment are not indicated.

### **Introduction to Who We Are and What We Value about Where We Live:**

Our congregation celebrates our rich history, and although we are historically and currently a predominantly white congregation, we greatly value being active members of our neighborhood, Sherman Park. The wider neighborhood of about 30,000 people is unusually diverse for Milwaukee (a notoriously segregated city), although the immediate area surrounding Bethel-Bethany is predominantly Black. Roughly one third of our congregation lives within three miles and 20% live within one mile but despite trends away from geographic proximity, we still see our connection to our neighborhood being essential to our identity as a faith community. We seek to be a vital and active part of our community—not simply “building bridges to the community” and then retreating back to ourselves.

Through our involvement with [Common Ground](#), community dinners, our 30+ year in-house Urban Immersion program, housing mutual aid resources, the Tri-Block Neighborhood Association, and individual relationships with neighbors, we continue to work with our neighborhood to grow together as a community. During the COVID-19 pandemic, we stewarded our easily-accessible location to become a hub for mutual aid in the forms of food sharing, COVID-19 testing, vaccine clinics, and distribution of home and cleaning supplies.

Over the years, we have conducted and participated in numerous study groups, lectures, and workshops about topics such as white privilege, housing discrimination, and racial justice. Out of a desire to interrogate our relationship—and our responsibility—to our immediate community, our congregation most recently committed to embark on an extensive anti-racism audit with an outside consulting group, and we are working to uncover ways we can become more anti-racist in our structures and praxis.

We have also made substantial progress toward becoming accessible to all—most notably through a 2011-12 capital campaign to add ramps and an elevator to our building—though

some areas, such as our pulpit, have yet to be retrofitted to meet this value. In recent years, our church had skewed toward being an older congregation, but this demographic has shifted recently with the addition of several new families in the past few years. We welcome and appreciate our intergenerational community.

## **2. Who Is God Calling to Minister with Us?**

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

We are seeking a full-time, settled pastor to lead and guide our urban congregation in faith and action. We hope our next pastor will continue to stir us toward a greater practice of racial justice in our community. As we've gained several new families in recent years, we would like to see our commitment to the formation and education of our youngest members be further strengthened. We also look for meaningful worship, thought- and action-provoking preaching, and compassionate pastoral care that's sensitive to the needs of our intergenerational congregation. We believe our pastor is an important leader within our community and encourage participation in wider civic and interfaith activities.

## **3. Who Are We Now?**

### ***Describe your congregation's life of faith:***

The members of our church come from a variety of religious and spiritual backgrounds. We have people who joined us from other Christian traditions ranging from Catholic to Lutheran to Evangelical, some who had not participated in a faith community for years, and some who have been lifelong UCC'ers. We celebrate that people of so many various backgrounds have found spiritual respite among our faith community, and we believe these wide-ranging perspectives enrich the faith of our church.

We do not have one way of practicing our faith. Weekly worship stands as a central gathering point for us, but beyond that, the people in our church understand and experience the sacred in a number of ways. Many are avid gardeners and enjoy the beauty of our planet. Some participate in music. Others find the sacred in shared meals and conversations. And still others rely on times of prayer and meditation to reconnect with God.

Since the 1980s, in public worship, God is described using gender neutral and gender expansive terminology. We appreciate feminine imagery for God and intentionally balance any gendered language for God so as to expand our imaginations beyond the traditional patriarchal language for God.

For the past two decades this has been the mission statement for our church:

*“To celebrate and share God’s love through dynamic worship experiences, meaningful spiritual programs, and nurturing leadership opportunities as an inclusive Christian church serving the urban and global communities.”*

We appreciate and value the ways this mission has inspired and shaped our community, and we would also be open to revisiting this mission with a renewed focus on who God is calling us to be today.

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

Worship at Bethel-Bethany is unique. We are inclusive and non-judgmental. Located in the heart of Milwaukee, Bethel-Bethany draws congregants from the city, suburbs, and beyond for worship services—this has especially been true during the COVID-19 pandemic as our congregation has experienced a growth in people worshipping with us in part due to the increased access offered by Zoom. Children are present initially and then leave for education mid-service. Currently, Sunday School for children occurs twice a month as we are in the process of ramping back up Christian Education in this new phase of the pandemic. The children rejoin the congregation for communion on the first Sunday of the month.



Occasional baptisms involve the whole church. After the individual has been baptized, they are brought to the center of the church, introduced and blessed by the congregation welcoming them to our family of faith. The newly baptized is celebrated with love and prayer.

The pastor leads the worship service with lay people participating in reading, prayer requests, announcements, and other aspects of the liturgy. A talented team of singers and musicians help lead in worship on a rotating basis. Our music includes traditional hymns as well as more contemporary music and even some “secular” music. Instrumentation on any given week may include piano, organ, guitar, drums, cello, or some other surprises. Pre-pandemic, we had a robust choir as well, which has been on hiatus for health safety concerns. Our musical offerings also included occasional performances by a men’s choir, a children’s choir and several special music Sundays with a variety of instrumental and vocal guests. During the worship service, the pastor lifts up announcements to underscore the importance and value of our mission activities. Congregants return to their homes having been inspired, challenged, and loved.

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

The Christian Education Committee oversees educational opportunities for both children and adults. The committee consists of 5-6 members: a Chairperson, the Superintendent, the Pastor and 2-3 more members. They meet at least four times per year and plan the Christian education year and schedule Nursery Attendants for worship services. Children and youth programming were conducted exclusively on Zoom during 2020 and most of 2021. The Education Committee is currently working to return to in-person programming for our youngest community members in a safe, sustainable way.

Historically, middle and high school students have participated in confirmation classes to explore the contours of the Christian faith and their own interactions with that story. We would look to our incoming pastor to shape this experience for those who are approaching that season of life. The Wisconsin Conference of the UCC also has several esteemed summer camps that many of our youth participate in.

Adult Christian education activities have consisted of a variety of ongoing Bible studies. They have included guided conversations on a specific topic and study of a particular book of the Bible. In addition to traditional Bible studies, we have also hosted book discussion groups—often focusing intentionally on reading books written by authors of color. In recent years, we’ve hosted several after-worship workshop series on white privilege, the doctrine of discovery, and life’s big questions. In January of 2022 we began an anti-racism audit with an outside agency. This began with a church-wide webinar and facilitated discussion series on systemic racism and the church; around 50 people participated. We currently have a task force working on next steps as a community. In addition, we have a prayer group that meets twice weekly via Zoom.

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

The governing organization of Bethel-Bethany is a congregational model. Our constitution and bylaws mandate a Church Council of 10 members and the pastor as a voting *ex officio* member. They meet monthly on second Tuesdays from 6:30-8:00 pm. Council members are elected at the Annual Congregational Meeting, and serve for two-year terms, with a limit of two consecutive terms. Council represents the congregation and is entrusted with the monthly business and administration of the congregation, with the exception of larger decisions. Larger decisions are made by the congregation itself as a body, which has “supreme legislative and administrative power.” We have taken intentional strides in recent years to strengthen the effectiveness of our council as a group of strategic thinkers who play an active role in leading our church into the future. The Executive Team (Pastor, President, Vice President, and Secretary) plans monthly meetings and actively supports the pastor in important decisions throughout the month.

Committees are intended to lead the work of the church and are appointed by council or the nominating committee. These include the Executive Committee (President, Vice-President, Recording Secretary, Finance Secretary and Treasurer) and the following committees: Finance, Endowment, Christian Education, Property, Evangelism, and Worship. In addition, a Nominating Committee is created annually, which nominates candidates for election to Council, the Nominating Committee, and our delegates to the Southeast Association and Wisconsin Conference Annual Meetings. Special Committees or Task Forces can be commissioned by Council or the Executive Committee to address specific issues.

Committees generally meet monthly to plan and to address the issues that they are responsible for. Reports or minutes are submitted to Council.

***Describe your current outreach initiatives:***

Our congregation feels strongly that we should be involved in our neighborhood and our community near and far, and we will strive to continue current initiatives, while investing in new mission opportunities.

**Community House - Neighborhood Resource House**

Prior to building the ADA accessible addition to our existing church, the “Parish House,” a 2x2 duplex next door to the church, was used for offices, meetings, storage space, and activity space for children’s programming. We now have office and classroom space within the church itself. With the move of all these activities to the new church addition, it became obvious that there was an opportunity to re-purpose the Parish House for a new mission.

After much discussion, prayer, and planning—and a generous financial contribution from a current church member—the congregation made a commitment in 2018 to redevelop this space into the “**Community House.**” The working concept was to make meeting space available for community groups, to develop programming that would be useful to neighbors and church members alike, and in general, to support the mission of the church and to strengthen community ties between neighbors.



As meeting spaces became virtual for two years during the pandemic, the Community House was used to house supplies for our 24/7, self-serve “Food is Free” mutual aid effort. In 2022, we will be partnering with the nursing program of Alverno College to host a community health class for nursing students each semester, which will be one step towards utilizing this space as a bridge between Bethel-Bethany and our geographic community. As the world enters a new phase of the pandemic, congregational leadership remains open to reimagining what this space could be used for.

The Community House is not currently ADA compliant, though current leadership has researched what would be needed to take this next step.

**Food Is Free**

Our neighborhood has countless assets that make it a rich place to live, but the unfortunate reality is that many neighbors have inadequate access to good food and home supplies. Low-income neighbors face vicious cycles when it comes to economic uplift: getting groceries from a grocery store requires time, transportation, and money—all of which become hard to come by for someone struggling to make rent, keep their job(s), and take care of their families. For those who rely upon food stamps to meet their needs, there

are many common items that we all rely on that are not covered—things like toilet paper, shampoo and conditioner, cleaning supplies, and other household goods. Prior to the COVID-19 pandemic, our church would sporadically distribute groceries and other goods, and people would respond positively about how much it meant. We realized that while our help had been sporadic, the needs were consistent, and persistent, which was only further exacerbated by a global pandemic.

The concept of **Food Is Free** is very simple. We wanted to provide a space for people to both give and receive essentials for daily living. It began by simply putting a table in our front yard, and it's now evolved into several metal cabinets, shelves, and a refrigerator in the front yard and front porch of the Community House. As a grassroots effort led and run by volunteers, we are individually and collectively working to end hunger and poverty in a variety of ways, and through Food Is Free, we try to meet immediate needs of people here and now.

We work closely with our local food pantries, and we're trying to fill the gap for our next-door neighbors by increasing access to some of the essentials that we all rely on for daily living. Pantries require transportation and availability during very select times, which makes them inaccessible to some. This makes a self-serve space like Food Is Free exceptionally welcoming to people who may come at any time of day and help themselves to whatever is available at that time. Our focus is narrow—we want to make a difference for our immediate neighbors.

**Urban Immersion Program** As an urban congregation, we provide opportunities for youth



in rural and suburban communities to spend a weekend with us experiencing what it means to worship, work, play and serve in a city with a variety of religious and social diversity. Youth and their mentors arrive on Friday evening and eat their evening meal at Capuchin Community Services (St. Ben's) in community with others who take part in their free meal program. This is an "action and reflection" process - they have the opportunity to talk to other diners in small groups while they

eat, then later the youth group is brought back together to reflect on the experience. Following dinner, they worship at Greater Mt. Sinai Church of God in Christ, an African American Pentecostal congregation in Sherman Park. That night, they camp out on cots in the Bethel-Bethany Fellowship Hall.



On Saturday, the group begins with breakfast and Bible study with Pastor Thad. They then tour the Guest House, a shelter and social service agency for unhoused men, and participate in a community service activity there. Next, it's lunch at the Milwaukee Public Market, a covered market downtown with a variety of ethnic foods, and finally they finish with a tour and reflection at the Islamic Center of Milwaukee.

Our **Urban Immersion Program** ran continuously from 1987 until 2020, and we are in the process of scheduling our first group back since 2020 at the time of preparing this profile. The leadership of this experience is shared by several church members, the leaders of our partner organizations, and our pastor.

### **Other Community Involvement**

Our congregation seeks to be relevant and involved in the life of our community, both locally and in a greater sense. As a church, we actively partner with and support the following missions, service, and outreach organizations in the Greater Milwaukee area:

- [Capuchin Community Services \(St. Ben's\)](#)
- [Cathedral Center](#)
- [Common Ground](#)
- [Eras Senior Network](#)
- [Friedens' Community Ministries](#)
- [Greater Mt. Sinai COGIC](#)
- [Guest House of Milwaukee](#)
- [Interfaith Conference of Greater Milwaukee](#)
- [Invisible Reality Ministries COGIC](#)
- [Islamic Society of Milwaukee](#)
- [Milwaukee Muslim Women's Coalition](#)
- [Sherman Park Community Association \(SPCA\)](#)
- Sherman Park Food Pantries
- [Transformation City Church](#)
- Tri-Block Neighborhood Association
- [Tricklebee Café](#)
- [University Christian Ministries \(UWM\)](#)

In addition, we are a 5 for 5 congregation through our support for UCC missions.

***Describe the Strengths of your Congregation:***

Community:

- Members utilize their different strengths to support the congregation
- Commitment to and support of the church neighborhood
- Small congregation that welcomes all

Open/Inclusive/Progressive:

- Diversity
- Willingness to learn
- Equality
- Helping others
- Confronts white privilege
- Open and affirming to LGBTQIA+ community
- Open and affirming to individuals with disabilities

Social Justice in Action:

- Strong mission focus with many opportunities to get involved
- Mutual aid and community gardens
- Commitment to social justice
- Urban Immersion program

Pastor and Staffing:

- Pastor is a leader in the community
- Strong administrative assistant
- Supportive and collaborative lay leadership through council and executive committee
- Congregational members respect pastor's time, wellbeing, and personal life

Learning/Youth:

- Youth Group experiences
- Children's Sunday School programming relaunching after two years of virtual services
- Adult enrichment activities/studies



## Congregational Demographic Report

***Describe those who participate in your church:***

		<i>Is the number an estimate? check if yes.</i>
Number of roster Members	173	no
Number of active members + children	124	no
Number of active non-members + children	13	yes
Total of active church participants (sum of the numbers above:)	137	yes

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

	Rostered Members + Children	Active Members + Children	<i>Is the number an estimate? check if yes.</i>
10 years or more	124	72	no
Between 5 and 10 years	18	15	no
5 years or less	43	40	no

***Number of total participants by age: rostered (active)***

0-11	12-18	19-34	35-49	50-64	65-74	75+	<i>Are these number an estimate? check if yes.</i>
12 (12)	6 (5)	27 (17)	36 (15)	44 (32)	39 (29)	19 (15)	yes

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

We have a full range of occupations represented by our working members - medical, trade, professional, service, social services, academic, student. Some of our members also rely on social services. A significant number of members are retired and semi-retired.

***Describe the racial and ethnic make-up of the congregation:***

We have a mix of ethnic heritages in our congregation. Approximately 19% of our actively participating adults are people of color, predominantly Black/African American. We defined “actively participating adults” as anyone who has participated in the life of our church through their presence or financial contributions over the past 3.5 years. Some Sundays do not have any people of color represented in person. A significant portion of the people of color in our congregation are part of blended or multiracial families, both through multiracial parenting and adoption.

**Participation and Staffing**

***List of all current staff, including ministers.***

Staff Position	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Pastor – Rev. Thad Winkle (looking to fill this position)	Full time	Council	3.5 years
Office manager - Lisa Quinn	Part time	Pastor	8 years
Musician – Deborah Cincotta	Part time	Pastor	37 years
Properties Manager – Finn Emmer	Part time	Pastor	1 year
Financial Secretary – Jeanne Fehr	Volunteer	Pastor	13 years
Accountant – AM Accounting	Contract	Pastor	0.5 year

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

Name	Type of Ministry Role	Retired? (Y or N)
Meredith Anderson	Caregiver for Elderly/Disabled	N
Ron Ballew	High School Chaplain	N
Ruth Krymkowski	Retired minister	Y
Debbie Payden	Retired minister	Y
Tom Payden	Retired minister	Y
Tim Perkins	Retired minister	Y
Bob Ullman	Retired minister	Y

\*Note: We have become the spiritual home of many ordained clergy, which we take as a sign of our congregation's vitality. Our current pastor has found this to be a positive. He has experienced their presence to be supportive of his leadership and understanding of their role as members of the congregation. These clergy will be open to ongoing conversations with our next pastor to ensure appropriate boundaries are maintained if that is an area of concern.

Among the retired clergy is our former pastor, Rev. Dr. Tim Perkins. Pastor Thad and Pastor Tim overlapped in their work at Bethel-Bethany for six weeks, and afterwards Pastor Tim took 18 months of no contact with Bethel-Bethany members. Pastor Thad and Pastor Tim developed a covenant for Tim's return to our congregation, which outlined his limited participation in the life of our church to ensure a clear differentiation of leadership. We fully expect Tim to maintain this covenant with our next pastor, and we would be willing to share this covenant upon request.

We also have three members in discernment in our congregation, two of whom are seminary graduates and one who is entering seminary Fall of 2022.

**Describe some of primary ways of gathering, estimated participants, and who leads them**

Ways of Gathering		Estimated number of people who participate	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	Virtual Prayer and Check-in Group (2x weekly)	10	Pastor
	Virtual Bible Study (weekly)	3	Pastor
	Book Studies (occasional)	8-15	Pastor or members
	Antiracism Webinar Series (one time, February 2022)	50	Self-directed webinars, professional facilitators and pastor
	Church Outings (e.g., Brewers games, Bucks games, church cookouts, hosted dinners)	20-60	Committees, members, pastor
	Community Connections (8-week series of weekly one-to-one phone conversations on faith between members during the pandemic shut-down (2020))	10-12	Member in Seminary

	<p>Reflections on Causes of Hunger - 4-part series as part of Second Sunday of Service sandwich making for Guest House (2020)</p> <p>Friday Night Film Series on history of race in Milwaukee and Wisconsin black leaders (2019)</p> <p>WOKE: A Community Conversation about Racial Justice - 5-week Lenten series with guest speakers on Fair Housing, Segregation in Wisconsin, Racial Disparities in Justice System (Lent 2019)</p> <p>Pride Parade of Milwaukee</p>	<p>20-30</p> <p>10-12</p> <p>50-60</p> <p>15-20</p>	<p>Pastor, members</p> <p>Members</p> <p>Pastor, members, UCC pastors and members from 2 urban and 3 ex-urban churches</p> <p>Pastor and members</p>
Children's Groups or Classes	<p>Sunday School (approx. weekly)</p> <p>Christmas Program</p>	<p>9-11</p> <p>10-15</p>	<p>Members, pastor, office manager</p> <p>Pastor, members, parents, office manager</p>

Sunday Worship <sup>2</sup>		31 (in-person avg 2021-2022) 36 households (Zoom) 17 views (Facebook)	Pastor, office manager, music director, musicians, members
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### **Church Finances**

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

Source	Amount (2021 year-end amounts given)
Annual Offerings and Pledged Giving	\$162,000
Endowment Proceeds (5% of 12-quarter average balance)	\$15,000
Endowment Draw (beyond spending policy)	n/a
Fundraising events	\$6,500
Gifts Designated for Specific Purpose	\$40,000 (Capital Debt Repayment) \$27,000 (Antiracism Audit)
Grants	\$4,000 (2021)
Rental of Church Building	n/a
Rental of Church Parsonage Apartment	\$7,200
Rental of Community House space	n/a
Support from Related Organizations	n/a
Bequests	n/a
<b>TOTAL</b>	<b>\$261,700</b>

<sup>2</sup> At the end of 2021, we added a second service because in-person attendance was so high and our sanctuary is relatively small. Then, the omicron variant of COVID-19 required a return to virtual worship; we averaged 50 households on Zoom/week (Jan - Feb, 2022).



**Current year budget:** \$238,000 in expenses (includes \$30,000 for antiracism audit and \$16,000 for tower interior repair)

**Compare total ministerial support – what is the percentage?** 39% (not considering antiracism or tower repairs)

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

**What is the church's current indebtedness?** \$67,000

**Total amount of loan debt:** \$67,000

**Reason for debt:** building repairs

**Are capital and other payments current?** Yes. Monthly loan minimum payments are \$423. Per Council directive, 6 months of minimum payments are held in savings, or \$2,538. Each month, all donations received over the minimum payment are used to pay off the loan principal. For the past three years, we have consistently exceeded the minimum payments every month. In 2020, we started asking members to pray and consider making an additional pledge toward our capital debt.

**If a building program is projected or underway, describe it, including the projected start/end date of the building project and the total project budget:** No projected building plans are in place at this time.

**Past Capital Campaign in last 10 years:**

Year(s)	Purpose	Goal	Result	Impact
2012-2018	Accessible Addition to Church	\$527,467	\$519,951	addition of accessible office space, meeting space, elevator, wheelchair ramp

**Describe the prominent mission component(s) involved in the most recent or current capital campaign.** We undertook the expansion of the church building to become Accessible to All (A2A) by making our sanctuary and fellowship hall accessible by wheelchair.

**Does your church have an endowment?** Yes

**What is the market value of the assets?** \$357,000 currently split between multiple funds. Our Endowment Committee is currently reviewing our endowment fund structures and considering combining them into one general endowment fund.

**Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years?**

Bethel-Bethany did have many years of running a deficit budget, and the endowment funds became a lifeline to make ends meet. Most recently this was the case in 2018. For the past three years, we have finished every year with a surplus budget, and so we have been able to shift our priorities toward a more sustainable practice of budgeting to use 5% of a 12-quarter average of endowment fund balances annually. The endowment committee is currently reviewing our endowment fund policies, which specify exactly how these funds may be used.

**At the current rate of draw, how long might the endowment last?** Indefinitely.

**Please comment on the above calculations or estimates:**

We have been fortunate to increase giving toward the operating fund by at least \$10,000 annually over the past three years, in addition to giving toward our capital debt and special initiatives like the antiracism audit. These increases are due in part to an increased emphasis put on our annual stewardship campaign. Established members have increased their overall giving and the addition of new members has brought in new contributions. We celebrate this shift not only toward sustainability, but also toward growth, and we hope our next pastor will continue to lead us in faithful stewardship of our resources—both as individuals and a congregation.

**Other Assets:**

Does your church have a parsonage? Y

Fair market rental value of the parsonage: \$900/mo

How is the parsonage used? The parsonage is the upstairs apartment of the Community House. Currently, Pastor Thad and his wife live there.

Address: 2866 N 54th Street

Finished square footage: 1,000 sq ft per unit

Number of bedrooms, number of bathrooms: Duplex: 2Br/1Ba X2; two-car detached garage

Assessed real estate value: \$70,500

Current estimated market value of the Duplex: \$150,000 (comparable homes in the neighborhood)

Available for minister residence: Y

Expected minister residence: N

Condition of structure, systems and appliances: Good; newer roof

Entity in the church responsible for review and needed repairs: Properties Committee

**Describe all buildings owned by the church:**

The Church building was built in 1937 of local Lannon stone. An addition was built in 2013 to make the church accessible to wheelchairs. It has an outdoor wheelchair ramp, automatic doors, an elevator and an accessible restroom.

The duplex next door is owned by the church. The first floor was rehabbed in 2018 for use as a neighborhood resource center. It has been made available to church and neighborhood based groups for meetings and workshops. The building is a 2 X 2 duplex with a full basement.

The 2-car detached garage behind the duplex is used for storage space and can have one parking spot available.

**Describe non-owned building or space used or rented by the church: n/a**

**Which spaces are accessible to wheelchairs?**

Worship space, offices, fellowship space, and upstairs bathroom facilities are wheelchair accessible. Pulpit/altar are not. The Community House is not.

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

The congregation has a strong and stable presence and is committed to continuing our mission well into the future. When a financial need was identified to make the building accessible, the congregation stepped up with a generous response. When our antiracism task force pitched the proposal for a significant investment in conducting an antiracism audit, the congregation rose to the challenge. It is our belief that with a continued emphasis on annual pledging and maintaining a genuinely mission-oriented budget, we will continue to see a similar level of commitment and generosity.

## 4. Who is God Calling Us to Become?

We're proud of the consistently meaningful worship people have come to expect at Bethel-Bethany. We believe this is a key part of who God calls us to continue to be—a group of people from many backgrounds and walks of life who come together to find nourishment and sustenance on their journeys.

As we look to the future, we see the antiracism work we are currently doing being central to who we are as a faith community committed to our specific place in Milwaukee. We know the process of be(com)ing antiracist is ongoing, and we hope our next pastor will support the leaders of our church who have taken this work on and also offer their own leadership in this work. Over time, we envision this commitment impacting many, if not all, aspects of our life together—a growth process we know will be difficult but ultimately fulfilling and necessary if we are to live up to who we say we are.

There are numerous opportunities we have as a community, and we will welcome our next pastor's leadership in exploring these and other possibilities. The following are various ideas that have floated around over the past years. They are not meant to be exhaustive or prescriptive, and we name them simply to highlight the types of conversations we have had within congregational groups.

- Increasing the impact of the Community House as a space for community support and partnerships
- Deepening our work in environmental justice (working toward being a carbon neutral church; becoming a hub for others to look to and learn from; partnering with our Sherman Park neighborhood, which was recently designated an "ECO neighborhood" by the City of Milwaukee)
- Expanding our connections to immediate neighbors beyond individual church members to include Bethel-Bethany as an organization that people know and trust
- Developing an internship program with nearby seminaries (Chicago Theological Seminary, McCormick Seminary, Garrett Evangelical Seminary)
- Revitalizing after-school programming for Sherman Park youth
- Diversifying our music and worship styles

This congregation offers our pastor exceptional freedom in participating in areas of interest, and we will look to them to help us listen and respond faithfully. We readily step up to meet the needs of others when they are made known. Sometimes we need help knowing how to use our gifts and resources to make a difference. Overall, we are an open-minded congregation who willingly responds to the collective discernment of where the Spirit is leading us.

## 5. Who Are Our Neighbors?

### ***MissionInsite***

The data in this section is from a FullInsite report done within a 3-mile radius of Bethel-Bethany in June 2022.

#### Demographic overview:

- Predominantly Black/African American (60% of population)
- Split between white collar and blue collar occupations
- Significantly above the state average for number of families in poverty

#### Age:

- 48% of population is 34 years old or younger
- There are 40,000 early elementary to high school aged kids
- 30,000 people are 65 years and older

#### Families & Households

- 52% of population has never married
- 29% is married (but 61% of population lives in family household)
- 20% of families live below the poverty line
- 64% of families with children have a single-parent family structure

#### Housing

- 30% of houses are two-unit houses
- 11.5% of houses are vacant
- 51% of houses are renter-occupied (30% of renters have no vehicle in a very car-dependent city)
- 82% of houses were built before 1959
- 66% of owner-occupied houses are valued at \$200,000 or less

#### Education

- 86% have GED or higher education

#### Employment

- 37% of population are not in the labor force
- 63% of workers have white collar jobs
- 50% of workers live within 25 minutes of their job

## 6. References

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## 7. Closing Thoughts

This congregation has historically been forward-thinking and intentional in our mission and vision, and continues to be so. We embrace a culture of visioning our future, and acting to live into that vision as God's people showing God's love to the world as manifested through Jesus Christ. Our new pastor will shepherd us into the future providing pastoral support and guidance, and partnering with us as a loving, mission-oriented people.

### **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.

### ***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.)***

Members of the church council prepared this Local Church Profile. It was then shared with the search committee for further review.

## 8. Addendum: Historical Information & Ministerial History

### *Historical Information*

Historically, Milwaukee has always been a city of immigrants. By 1910, Milwaukee shared the distinction with New York City of having the largest percentage of foreign-born residents in the United States.

On January 22, 1911, **Bethel Evangelical Congregation**, our mother congregation, was formed as an expansion of Friedens Evangelische Kirche (Peace Evangelical Church), a congregation of mostly German immigrants from the North side of Milwaukee. By June 29, 1911, their charter membership was filled with 77 members. A church building was erected at 38th and North Avenue.

In 1924, a mission church named **Bethany Evangelical Church** was formed and a new chapel was built and dedicated in 1925. In 1938, Bethany Evangelical Church built the new Gothic-style lannon stone church building which we occupy today.

By 1975, the original congregation of Bethel Evangelical and their mission congregation Bethany Evangelical merged to become **Bethel-Bethany UCC**.

Rev. Ruth Duck served from 1978 - 1984 as the first woman minister in the church's history. During her tenure, the Sunday School was revitalized and **inclusive language was introduced in worship and the life of the church**. The landmark inclusive language hymnal, "Everflowing Streams," edited by Rev. Duck and Rev. Michael Bausch was published and used regularly at Bethel-Bethany.

Rev. Timothy Perkins was called in 1985, and he remained at Bethel-Bethany until he retired at the beginning of 2019. During Rev. Perkins' ministry, the church transitioned to a younger leadership, with a culture of visioning and long-range planning. Connection with the neighborhood was expanded, including the establishment of an interfaith coalition, the **Sherman Park Association of Religious Communities (SPARC)**.

The initiation of our **Associates in Ministry Program** in 2002 invited college students, seminary students, and post-seminary graduates to explore urban ministry with the Pastor, staff, and the congregation. Over fifteen years, our pastor and congregation mentored and have benefited from a wide variety of young voices through this initiative.

In 2011 We adopted our "Open and Accessible" policy affirming that Bethel-Bethany is an **Open and Affirming, Multicultural/Multiracial, Accessible to All congregation of the United Church of Christ**. In 2015 we completed a new accessible addition to the church. In addition to offices and meeting space, the addition included a wheelchair ramp outdoors, automatic door openers, and an elevator making all levels of the church available to all people.

2016 – 2019: Bethel-Bethany adopted a unique transition plan to guide the congregation, the retiring pastor and the new Pastor as the congregation prepared for the next phase of



its mission. With the guidance of the Transition Team appointed by Council, the congregation voted to adopt a **Phased Pastoral Transition Model**, where, instead of an interim pastor serving between outgoing and incoming pastors, the outgoing pastor remained in place while the search for a new pastor took place, and overlapped in time with the new pastor for six weeks. This worked successfully to ensure a smooth transition for the congregation and the new pastor.

2019 – present: Rev. Thad Winkle took over as our pastor following the retirement of Rev. Perkins. The COVID-19 pandemic has characterized much of Rev. Winkle’s leadership with us. In addition to positioning us for growth amidst those challenges, he has unified our sense of identity and purpose around our commitments to Sherman Park and being an antiracist faith community, most notably through our current **antiracism audit process**. Stirred by the needs of the pandemic, we have adapted to an **experimental ministry approach**—willing to try new initiatives while understanding that not all will catch on or stay forever. Rev. Winkle put considerable effort into **updating policies, procedures, and our financial structures** as well as organizing volunteers to go through our physical spaces to consider what supplies and materials will be needed for the future. We believe this will help our next pastor hit the ground running when they join us.

## VALIDATION BY CONFERENCE/ASSOCIATION

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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. Jane B. Anderson/Associate Conference Minister

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Phone: 920-540-2586

Date: August 11, 2022

**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*