

UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

Community Church of Fontana
Fontana, Wisconsin

Pastor

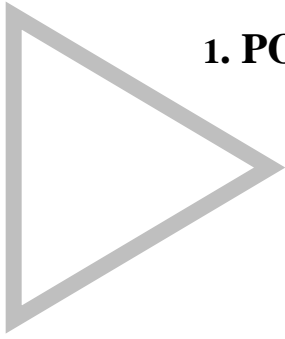
Southeast Association of the Wisconsin Conference United Church of Christ

[Sept. 15, 2023]

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



1. POSITION POSTING

- a. LISTING INFORMATION
- b. SCOPE OF WORK
- c. COMPENSATION & SUPPORT
- d. WHO IS GOD CALLING TO MINISTER WITH US?

1a. LISTING INFORMATION

Church name: Community Church of Fontana

Street address: 275 Kinzie Avenue, Fontana, Wisconsin 53125

Supplemental web links: <https://communitychurchoffontana.org/>

Additional ecumenical affiliations (*e.g. denominations, communions, fellowships*):

Conference: Wisconsin Conference

Association: Southeast Association

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

Rev. Franz Rigert, Conference Minister-Wisconsin Conference UCC, 414-704-2625,

frigert@wcucc.org

Rev. Rachel Bauman, Associate Conference Minister, Southwest Assn & Southeast Assn., 608-630-2992, rbauman@wcucc.org

Summary Ministry Description: 7/10

In a short paragraph, reflect on where your church is going and what it might look like when you get there. What do you need to get there? Who are you seeking to join you on this part of your church's faith journey?

Our church is aware that to remain relevant there needs to be a balance between holding onto the best of the past and embracing all that we can bring to the future. Community is an integral part of our name, has been central to who we are as a congregation, and will continue to play a key role in where we are going. We want to be seen as the spiritual center for the congregation and the community at large, focusing on 'cradle to grave' Christian education; as well as continuing the success of our Thrift Shop and offering more to those truly in need of support. The Pastor we are seeking to join us on this faith journey will be someone who is courageous and confident without letting their ego get in the way. In other words, they will say and do what needs to be done, but won't step all over everyone in the process. Someone that can speak God's word across multi-generations and leave each person feeling that they have a purpose as they proceed for the

rest of their day/week. A Pastor that feels that if God is the heart of the church, Community is the network of veins whether that be congregation, a Thrift Shop customer, or bridge club member using the church spreading the Good News of the church. A Pastor that seeks to help us grow to do God's work within our Community. Our congregation embraces intellectual challenge. Working, playing, and praying side by side, we are diverse people ranging from those with immense wealth and second homes to people barely getting by. We come from varied backgrounds and professions.

Photographs:

Insert 1 – 3 images of your church, its people, its parsonage or building or gathering space, etc.





What we value about living in our area (2 – 3 sentences): 7/10
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There are so many things to love about this area but we will boil it down to three things.

- Location: Lake(s), center of everything, small town life but close to big and mid-size cities (Metra close by), varied industries, low crime rate
- Good for Families & Couples: Schools, culture, arts, sports, parks, fairs & festivals, clubs & organizations, outdoor activities
- Good Medical Care: Specialists and hospitals close-by, emergency care

Current size of membership:

132

Languages used in ministry (*other than English*):

Currently English only, although some that come in for assistance or future needs may make some Spanish helpful

Position Title:

Staff Pastor

Position Duration (*choose one, delete the other options listed*):

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 (*choose one, delete the other options listed*):

Full - Time also open to Three Quarter Time

Does the total support package meet conference compensation guidelines?

Yes

1b. SCOPE OF WORK

(*add here the Scope of Work developed by your church using the Call Agreement Workbook*)

Scope of Work from selections in the Call Agreement Workbook for ¾ Time

- Preparation and leadership of Sunday worship including scriptures study, crafting of liturgy and bulletin, sermon preparation, guiding and sometimes finding lay liturgists, planning of music in coordination with musical staff or volunteers, preaching, offering of prayers, etc.
- Faith formation and vitality through prayer, Bible study, service, identifying helpful resources and opportunities and helping lay persons take advantage of them
- Leadership development by working with people and encourage members in the church to create ministry and programs
- Pastoral care in collaboration with lay people (at least to those who are sick, elderly or grieving)

- Community engagement and leading the way for the church to be an ambassador of God's love
- Weddings, baptisms and funerals for participants in the broader worshipping community
- Strategic planning for current and new directions in ministry with church leadership
- Participate in wider church activities such as conference and association meetings, as time permits
- Faithful financial development and stewardship
- Study and prayer to increase faith and to improve skills so as to lead, teach, preach better
- Energizing and deepening spiritual connections and faith understandings of others in all they do

Core Competencies:

(List three core competencies that you imagine could be foundational in your next minister's relationship with the church. For example, a church seeking a pastoral care minister might hope to call someone who is caring, sensitive and sociable, while a church seeking an executive minister might want an organized, detail-oriented and time-conscious person.)

Core Competencies:

Communicator/Orator: A Pastor that has the ability to talk to people on their level. Someone with a confidence in the theology to translate their sermons into 'aha' moments for the congregation.

Sociable/Outgoing/Empathetic: A Pastor with a sense of the social engagement of the congregation and the broader community, and bringing them together. Yet at the same time be empathetic and caring for the different spiritual needs of both.

And finally, courageous and confident with humility. Humility often makes a pastor more approachable, so staff and congregation members aren't intimidated about asking spiritual questions or seeking counsel, according to Church Leaders.

1c. COMPENSATION AND SUPPORT

Salary Basis (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*):

Based on conference guidelines: will work with called Pastor to portion out for salary & benefits

Benefits (*choose one*):

see above; relocation assistance available

What is the expected living situation for your next minister (*e.g. parsonage, living nearby with a housing allowance, living elsewhere to commute as needed*)?

Living nearby with a housing allowance

Comment on the residential/commuting expectations for your next minister.

We are a community church that believes in the importance of being an active participant with our congregation and the broader community. The called minister does not need to live in Fontana, but within a 20 mile radius of the church.

State any incentives (*e.g. school debt reduction or retention bonus after a certain number of years in position*):

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

If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment:

With this being a three quarter time position, if the called Pastor decides to take on additional employment, we will be flexible to accommodate, taking into consideration the needs of the church.

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

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

Inspire the congregation on a weekly basis:

- Christian Education for all ages
- Outreach
- Promote / utilize the talent of the congregation

And inspire others to visit our church:

- Holding more events at the church (either our congregation or other groups)
- Utilize social media
- Quick turn around with reaching out to new visitors
- Attend functions outside the church, or participate as a part of the congregation in events

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

Community is extremely important to our church and something that we have not lost, but not been as active in as we have been in the past. We are seeking a Pastor that can represent the church in Community events and lead lay leaders within the church in developing opportunities for community action.

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

Currently English only, although some that come in for assistance or future needs may make some Spanish helpful.

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.

- 1) **Strengthening Inter- and Intra- Personal Assets:** The called Pastor will need to have a strong sense of who they are and what they bring to the church and the community. Their relationship with God, community, and life experiences will guide them as they minister through the congregation's many joys and challenges.
- 2) **Participating in Theological Praxis:** The Pastor should have a strong sense of their own theological identity and be able to reflect that through sermon, teachings, counseling; in a manner that allows everyone to walk away with a sense of spiritual fulfillment and direction. They should also be knowledgeable and appreciative of a variety of theological perspectives to be able to explain and display empathy for others.
- 3) **Caring for All Creation:** Care and empathy for self and others is critical as our Pastor. We believe in care for one another and our community. In order to best serve our congregation, the Pastor must maintain a solid sense of work-life balance and mental health and wellness.
- 4) **Working Together For Justice and Mercy:** The Pastor should embrace the radical hospitality of God and how that works through our church. We understand our place in the world and how we make it better, and desire someone that will help guide us further in that direction.



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?

God is calling us to focus on Community and spiritual education. For Community, to take the work that we have already started with programs like the Thrift Shop, the Kids' Backpacks/School Supplies, Wishing Tree, utilizing our building for community meetings; and expand on those to become more involved outwardly and inwardly with the community. With christian education, we would like to get back to programs like we used to have across all age groups and once we have growth, perhaps expand into new programs.

The Thrift Shop has become a central program in our church feeding some of the other actions our church has taken and wants to take in the future. Recently our interim minister and moderator met a woman and her four children seeking assistance; gas card, groceries, anything the church could possibly assist her with. She had been locked out of her apartment after falling behind on rent and after living in parks for a few days, a friend had offered her the floor in her small apartment. After talking to her for a while, they took her up to the Thrift Shop to get her blankets, socks, clothes for her kids (plus more through a church member). They gave her friend a gas gift card for driving her to appointments and to the store. Then they made a call to find out more about her rent situation and determined that with Board approval we could easily afford to get her caught up with mission funds. We are also networking to determine if she needs a job and other household or children's items. This is a larger example of how the Thrift Shop has supported the community. If someone comes in with a need, we will allow them to pick out some items for nothing.

This example highlights work we want to do in the future. We want to be able to assist those that come to us for help by giving them both short and long term assistance, including giving them the contacts to provide them with more permanent assistance.

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

For example, describe two experiments your congregation has initiated or engaged in the past year, what were the results and where do you see your next steps? Has your church had a multi-year strategic plan or vision statement; if so, where do you see that plan/vision taking you?

In part due to COVID and then the retirement of our minister, we have had limited experimentation over the past two years. However, during COVID we launched online services

that have proven successful and we have continued since, as well as an online weekly newsletters to keep the community involved.

We are currently working through two major initiatives: Appreciative Inquiry and Interior / Exterior Revitalization. Appreciative Inquiry has us focused on who we are as a church and all we have to offer, and then how we determine what it is we want to focus our ministries and programs on. We are currently on the last part. There are three areas that we decided to focus on as a congregation: Christian Education (cradle to grave), expansion of mission work through Thrift Shop and more and Community Involvement.

The church has needed a level of Interior and Exterior Revitalization in order to brighten and freshen and also make it more accessible. We have started with several updates to the outside with several more planned. Currently we are receiving proposals for a new audio-video system, have a proposal for a sanctuary update and will be having drawings done to conduct fundraising efforts. These efforts are also to allow us to make our church more usable for different programs and community efforts.



3. WHO ARE WE NOW?

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

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

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation’s life of faith.

For example, what beliefs and commitments are stated in your congregation’s purpose statement or membership vows? How is God most often described in worship liturgy? In what ways would you describe the Holy Spirit in your midst?

A statement on our website reinforces the actions and practices of our congregation - how we live a life of faith through caring and connection:

We find joy not only in our connection to the spiritual, but also in our connections to each other. We enjoy the time we spend together, whether we are caring for our church building, celebrating milestones, or working together to help others.

All are welcome!

The Holy Spirit is not just in our midst but all around us - all encompassing, nurturing, guiding, should we allow.

Describe what worship is like when your congregation gathers.

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

Worship generally takes place in the sanctuary. We have a few services in the summer in the garden behind the church and we participate (lead services) at the marina at the resort just down the hill from the church in the summer as well. Although we do not have regular services there, we have the Kendal Chapel, which is the original church, that we could have services in, including weddings.

Words that are often used to describe good preaching are: someone who can tie the message to everyday living or current events (leaves us knowing what our challenge is to be better that week), engaging with the congregation, easy to understand for everyone

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

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

Christian Education has always been a high priority with our congregation. Since COVID we have been working to build our education back. We would like to continue adult education throughout the year. We have an active Youth Group that meets once a month during the church service and performs different service projects throughout the year. There are currently 8 kids involved regularly.

Our Sunday School is rebuilding after COVID. We would like to resume a class during the service for all primary ages. We have begun updating our new Sunday School room to meet the current needs of our church.

Describe how your congregation is organized for ministry and mission.

For example, how are decisions communicated in your church? How are teams or committees organized? Where does your church struggle for vision?

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

We spend approximately 2-4 hours a month in meetings currently. We currently have only one main group in governance, the Board. Several years ago it was decided to merge the Trustees, Diaconate and Board all into one governing body. This group is led by our Moderator. This group meets monthly for about 2-2.5 hours and then there are smaller meetings that take place for the Interior or Exterior or Employee committees.

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

We recently had a situation where we discovered our recently retired organist (had only been with us for ~6 months), who had also just committed suicide, was about to be tried for child pornography on his computer. As soon as this was brought to the attention of our Moderator and Interim Minister, they met to determine courses of action (discussing them with the other church involved, church legal and the Conference) and then called an emergency meeting of the board on Sunday, two days later. After that email communication was used to approve the communication that would be sent to the congregation.

- 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

3b. 11-YEAR REPORT

(add here the 11-Year Report developed with the help of your conference staff, UCC Data Hub, and MissionInsite)

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	29	x
Number of active non-members:	5	x
Total of church participants (sum of the numbers above):	34	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	65%	x
Less than 10, more than 5 years:	30%	x
Less than 5 years:	5%	x

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	10%	x

Households with minors:	30%	x
Single adults age 35-65:	15%	x
Joint households with no minors:	25%	x
Single adults over 65:	20%	x

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	25	x
College:	40	x
Graduate School:	25	x
Specialty Training:	10	x
Other (please specify):		x

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	60	x
Adults who are retired:	35	x
Adults who are not fully employed:	5	x

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

We have members that range in occupation from doctors, lawyers and financial advisors to factory workers, secretaries and emergency workers.

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?

This is a general guess based on conversations, but it is generally white for racial makeup and ethnicity tends to be of Germanic, Irish, English or generally European descent.

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:

The area is not highly diverse in ethnicity. The diversity conversations we have had have centered around the search process. We asked the congregation via a survey what their comfort level was on welcoming racially diverse and LGBTQ+ candidates in our search. The results were for the most part overwhelmingly positive.

3d. PARTICIPATION AND STAFFING

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

Ways of Gathering (using rolling 12 months)	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	0	
Baptisms <i>(number last year)</i>	0	
Children's Groups or Classes	~6	Hoping to Start classes again this Winter/Spring led by the Moderator and other members as teachers.
Christmas Eve and Easter Worship	100 ea	There are two services on each day. For Easter there is a sunrise service down by the lake and then a traditional family service. For Christmas, there is an early family service and then a later candlelight service that used to get over at midnight, but is now at 9 pm. The Pastor along with the Moderator and in the past, Music director, planned these services.
Church-wide Meals	0	Due to COVID. Pre-COVID we would traditionally have several meals a year

		including a breakfast once a month for the kids.
Choirs and Music Groups	0	We lost our choir director during COVID and have not had a regular music program since. That said, we are a very musically inclined church that has numerous members that perform regularly.
Church-based Bible Study	0	
Communion (<i>served how often?</i>)	All	Served the first Sunday of every month and Holy days.
Community Meals	0	
Confirmation (<i>number confirmed last year</i>)	4	Confirmed in 2022 (0 in 2021 due to COVID)
Drama or Dance Program	0	
Funerals (<i>number last year</i>)	1	
Intergenerational Groups	0	
Outdoor Worship	3	
Prayer or Meditation Groups	0	
Public Advocacy Work	0	
Retreats	0	
Theology or Bible Programs in the Community	0	
Weddings (<i>number last year</i>)	1	
Worship (time slot: _____)	9:00am	
Worship (time slot: _____)		
Young Adult Groups or Classes	0	
Youth Groups or Classes	8	Youth Group and Confirmation; Youth Leader with a child in the class and the Moderator

Other		
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Additional comments:

List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current United Church of Christ Three-Way Covenants (i.e. serving in a congregation) or Four-Way Covenants (i.e. serving in a ministry beyond a congregation).

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Jim Reynolds	no			

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

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

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Interim Pastor		Part time	Employee Committee	~1.25 years
Sexton		Part time	Board	~4 years
Secretary		Part time	Employee Committee	~0.5 years
Custodian		Part time	Employee Committee	~2 years

REFLECTION

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

Our church has suffered great losses in the past 5 years, many driven by COVID related policies and the divisive political climate of recent years. It has brought a true understanding of the needs of our congregation and what has been lacking, and where we need to go in the future.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$92,707
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>) (& Investment Income)	\$52,284
Endowment Draw (<i>beyond what is permitted by spending policy, “drawing down the principal”</i>)	\$
Fundraising Events	\$2,278
Gifts Designated for a Specific Purpose	\$265
Grants	\$
Rentals of Church Building	\$
Rentals of Church Parsonage	\$
Support from Related Organizations (<i>e.g. Women’s Group</i>) Thrift Shop	\$5,000
Transfers from Special Accounts	\$
Other (specify): <i>Other Contributions</i>	\$44,147
Other (specify):	\$
TOTAL	\$196,681

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

\$156,161 (proposed ‘23)

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

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

Approximately 40%

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%*)

2%

What is the church's current indebtedness?

Total amount of loan debt: \$0

Reason for debt:

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.

The church has needed a level of Interior and Exterior Revitalization to brighten and freshen it, as well as make it more accessible. Several updates to the outside have been started with several more planned. We have proposals for a new audio-video system and a sanctuary update. These efforts would make our church more accessible for different programs and community programs.

We will be bringing in a company that we have spoken to regarding the interior previously to complete 4D drawings for us. This will allow us to better show the proposed renovations to the congregation and allow for easier fund-raising.

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

Year(s)	Purpose	Goal	Result	Impact
none		\$	\$	
		\$	\$	

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
2023	Interior/Exterior Renovations	\$TBD	\$	
		\$	\$	

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

The church has needed a level of Interior and Exterior Revitalization in order to brighten and freshen and also make it more accessible. There are several purposes: to make the church more accessible, to make the church more welcoming to all, to allow for new uses for the building in the community and be seen as the center of the community.

Does your church have an endowment / (Investments)?

Yes

What is the market value of the assets?

\$1.296M (as of 12/31/21)

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

regularly as an annual sum

What is the percentage rate of draw (last year, compared to 5 years ago)?

2022 saw a (-31%) reduction in the draw taken from the Endowments / Interest funds

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

The endowment/interest has helped to cover gaps during difficult times, but we are scaling down when possible.

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

There is a healthy endowment that will last for a significant amount of time if needed.

Please comment on the above calculations or estimates:

Other Assets

Reserves (savings): \$

Investments (other than endowment):

Included in the above with the Endowments

Does your church have a parsonage?

No

Fair market rental value of the parsonage:

How is the parsonage used?

Street / City / State / Zip:

Finished square footage:

Number of Bedrooms, Number of Bathrooms:

Assessed real estate value:

Available for minister residence: Y/N

Expected minister residence: Y/N

Condition of structure, systems and appliances

Entity in the church responsible for review and needed repairs

Describe all buildings owned by the church:

Church only

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.*)

All spaces except the chancel are accessible but not necessarily easily accessible, including the worship space which is difficult for wheelchairs to manage; one of the reasons for the interior renovation.

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

For example, when was a time the church made a major budget change? How is the budgeting process done? What new ministry initiative has your church financed?

We have been fairly conservative in the past but perhaps too much so in that we have let some modernization slip and that has put us in a position of now needing to catch up.

Budgeting is done by the Treasurer with assistance by the Board and final approval by the congregation.

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.

September 7, 1889, the Ladies Aid Society of Fontana purchased the lot for the church that would hold their first service in their new building on January 19, 1890. That building still stands as the Kendall Chapel attached to our sanctuary today (in a new location).

Reverend A.G. LaMar was installed as the minister during the early 1930's and served until 1960. During that time strong programs were developed and the church became a vital religious center for the community.

Reverend James Parker joined the church as the Pastor in 1965 and stayed until 1989, making him one of only three pastors in the church in almost 60 years. His tenure was highly successful and a period of great activity. Our membership in the UCC was consolidated early on. In the early 1970 decade, the property now used as our parking lot was acquired and funds were received to build and landscape it. At about the same time, land next to the church was obtained and the education addition was built.

To be honest, the most important event in the past 10 years would have to be the tenure of our last minister. Even prior to COVID, there were challenges that we were facing with losing congregation members, if not from the church roster...from the pews, activities and financially. We had new leadership in our church when she was called and we did not set her up for success. She was not given the direction of what we needed or expected as a congregation, and then held her accountable for not working to our expectations. We learned a tremendous amount during that time and since.

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

We are managing through a myriad of changes right now, which is difficult when there is such a deep history and there are many who would rather not see anything change...and that is understandable. We fear losing our memories if things change. We have taken several tracks to accomplish change: communicate, slow, communicate, visualization, communicate, feedback, communicate...you get the idea. Trying to bring everyone along, especially those most resistant to it, is communication and helping them to understand that without change there may not be a 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.

For example, what is an example of a recent conflict and something your congregation learned from it? Describe an occasion when your church experienced conflict without being able to resolve it well. Does your church have policies, protocols or structures for dealing with conflict?)

Truer words have never been spoken and to add to the challenge, especially in recent politically charged years. We are a liberal leaning denomination in a conservative leaning area, where many members belong to the church due to family history - not denomination. That being said, most believe in and are committed to most of the denomination’s values and beliefs. The conflict arose when some people perceived politics rather than values were being preached from the pulpit. This led to the disapproval by many members of the congregation, even those that agreed politically, and drove many complaints. It became very uncomfortable for all.

The complaints were handled through the Moderator who would then have a discussion with the Pastor to request that they pull back on the political statements and try to focus on the values that they are trying to get across. Afraid that the message was being lost on the congregation once politics was brought up.

What we learned from that experience was that we need to have a much deeper, more insightful look at what we were seeking in a new called Pastor. We realized that some of the challenges that we had experienced we brought on ourselves by not setting the full expectations upfront, in all aspects. As for “Does your church have policies, protocols or structures for dealing with conflict?”, they go through the Moderator and then the Board to manage, but no formal policies.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Rev. Ruth Costello	2013-2021	Y
Rev. Robert Meyer	2002-2012	Y
Rev. Donald McPeck	1990-2000	Y

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

Each called Pastor in our pulpit has taught us something. Some taught us patience and love and kindness and gentleness. Others taught us how to be strong as a congregation and stand tall to get through the difficult times. And still others have taught us harder lessons that we have had to take with us into the search for a new called Pastor, like set our expectations upfront rather than expecting them to step into the role and know what we want.

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

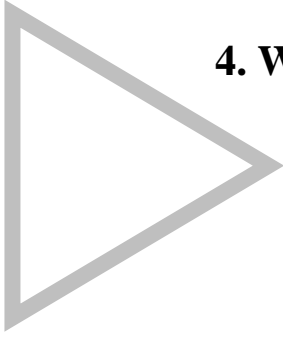
N

Has your church been involved in a Situational Support Consultation?

N

Has a past pastor been the subject of a Fitness Review while at your church?

N



4. WHO IS OUR NEIGHBOR?

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

a. COMMUNITY VISION

b. MISSION InSite

4a. COMMUNITY VISION

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

For example, which service activities has your church participated in this past year?

Where has the church participated in global connections of care and justice? What is currently transformational in your church’s engagement with neighbors near or far?

There are several activities that our church and congregation participates in annually as well as new activities that are given to each year. Among the annual activities are the: Backpack/School supplies for needy kids/classrooms, Mitten Tree for needy children at Christmas, Crop Walk, Thrift Shop, Pastor’s discretionary fund (monthly funds to help walk-ins), AA meeting space, Gifts for an local agencies, Christian Camp for kids, ministry for shut-ins.

Despite all of the above, we know that there is more that we could, should and want to be doing to be more engaged and a part of the community again. We have the facilities, and although updates are needed, we are working through how we better utilize our assets to better serve our community.

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

As a church we value our connection to and involvement with the Association, Conference and wider church and support our pastor’s involvement in wider church activities balanced with connection and responsibilities to our home congregation.

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)

Faithful and Welcoming

Creation Justice

God Is Still Speaking (GISS)

Economic Justice

Border and Immigrant Justice

- | | |
|--|--|
| <input type="checkbox"/> Inter-cultural/Multi-racial (I'M) | <input type="checkbox"/> WISE Congregation for Mental Health |
| <input type="checkbox"/> Just Peace | <input type="checkbox"/> Other UCC designations: |
| <input checked="" type="checkbox"/> Global Mission Church | <input type="checkbox"/> Designations from other denominations |
| <input type="checkbox"/> Open and Affirming (ONA) | <input type="checkbox"/> 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?

There are a few of the above statements that the Board has discussed working towards over the next few years, including: A2A, ONA, WISE and others. We are a small group and would like to have our new called Pastor in place first.

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

Currently we participate in Summer Bible school with several other denominations including the Catholic Church in Fontana and other churches in Walworth and Williams Bay.

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.

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?

This is a significant part of what we are looking for in a new Pastor. We are seeking a minister that will feed our spirituality to serving others through community involvement and one who will be present with us in the community. We are looking for someone that will serve the ministry to the congregation, represent the church within the greater community and teaching/coaching congregation members how to better minister within the community.

4b. MISSION InSite

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

Reviewing the larger community's demographics, there were a couple of surprises and a few known opportunities:

- Families are not the largest portion of our community and they are getting smaller. Although families have always been a critical part of our congregation, how do we make ourselves more open to all?

- Men and women are equally represented in the community. What ways can we find to engage both equally in the church?
- Blue collar/Service industry make up ~50% of the area, and would most likely be most in need of the Thrift Shop, yet are most likely to be working (with the least flexibility in hours) during the Thrift Shop hours of operation. Can we offer one or two times a month either on the weekend or an evening?
- Our area is considered to be quite affluent, however, 12% are living at or below the poverty level (and that was before COVID) and even more than that making far below the current housing costs and lack of housing availability. How do we reach more of those in need?

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?

Information based on 2019 (would be significantly different now)

Reviewing age demographics, we skew considerably higher for the older brackets. We skew more female as well (area is 50/50). We would also contend that most churches' age brackets would skew higher than the broader community.

Within the broader community, married with children/single parents/other families make up only 34.4% of the adult population. That would actually align fairly consistently with our demographics, perhaps to the surprise of some.

Ethnically, 14% of the community is Hispanic and this an untapped opportunity for us. We support many in our Hispanic community through our Thrift Shop but have not been able to break through in other areas of our ministry.

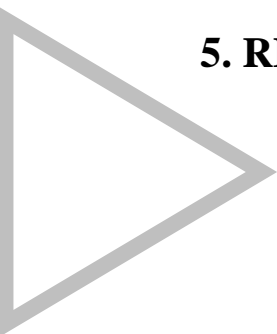
How are the demographics of the community currently shaping ministry, or not?

Currently we are going through the process of discerning what the needs of the community are and how we can best be an active participant in supporting those needs.

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

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

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

Sandy Johnson / Choir Director - Nanny
(262.325.1065 / sajmusewb@gmail.com / Former Church Secretary)

REFERENCE 2

Rev Robert Meyer / Retired Pastor
(773.799.8428 / hp1meyer@gmail.com / Former Pastor)

REFERENCE 3

Rebecca Roehl / Director of Children, Youth and Family Ministries
(608.728.2798 / education@felcwalworth.com / VBS Coordinator - works with our VBS coordinator)

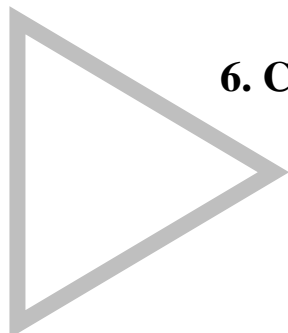
PROMPTS FOR REFERENCES

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

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

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

Anything else you wish to share.



6. CLOSING THOUGHTS

- a. CLOSING PRAYER
- b. STATEMENT OF CONSENT
- c. CONFERENCE/ASSOCIATION VALIDATION

6a. CLOSING PRAYER

Include here any prayer or dream for the minister you imagine journeying toward you... a poem, for example, or a Scripture passage or a piece of music that is meaningful to your Search Committee:

In Jesus Name (God of Possible) Song by Katy Nichole

I speak the name of Jesus over you
In your hurting, in your sorrow
I will ask my God to move
I speak the name 'cause it's all that I can do
In desperation, I'll seek Heaven
And pray this for you
I pray for your healing
That circumstances would change
I pray that the fear inside would flee in Jesus name
I pray that a breakthrough would happen today
I pray miracles over your life in Jesus name, in Jesus name
I speak the name of all authority
Declaring blessings, every promise
He is faithful to keep
I speak the name no grave could ever hold
He is greater, He is stronger
He's the God of possible
I pray for your healing
That circumstances would change
I pray that the fear inside would flee in Jesus name
I pray that a breakthrough would happen today
I pray miracles over your life in Jesus name
In Jesus name
Come believe it
Come receive it
Oh, the power of His Spirit is now forever yours
Come believe it
Come receive it
In the mighty name of Jesus, all things are possible
I pray for your healing
That circumstances will change
I pray that the fear inside will flee in Jesus name
I pray that a breakthrough

Would happen today

I pray miracles over your life in Jesus name

I pray for revival

For restoration of faith

I pray that the dead will come alive in Jesus name

In Jesus name

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 minister for our church, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and opinions about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile? (*for example, church council or consistory, transition team, etc.*)
2. Additional comments for interpreting the profile:

Signed: Tammy L Baars, Search Committee Chair, 02/17/2023

Name / Title / Date:

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. Rachel Bauman/Associate Conference Minister
Email: rbauman@wcucc.org
Phone: 608-630-2992
Date: 9/15/2023

**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

Acct	Account Name	2017 <i>Actual</i>	2018 <i>Actual</i>	2019 <i>Actual</i>	2020 <i>Actual</i>	2021 <i>Actual</i>	2022 <i>Actual</i>	2023 <i>BUDGET</i>	2023 <i>B + Pastor</i>
Income									
Donations									
4010	Weekly Pledged & Non Giving	104,190	112,982	105,134	91,294	85,829	95,733	90,000	90,000
4020	Loose Offerings	6,240	6,614	3,839	154	2,911	7,638	5,000	5,000
4030	Gifts	4,467	3,281	4,661	890	3,967	7,916	6,000	6,000
4060	Other Contributions	23	61	48	28	44,147	3,065	3,000	3,000
4061	Vacation Bible School	0	25	1,282	0	0	0	0	0
4060	Pass-through contributions	0	0	(261)	0	0	0	0	0
4080	Building Use Gifts	755	1,112	1,112	203	265	515	500	500
Total Donations		115,675	124,075	115,815	92,570	137,119	114,867	104,500	104,500
Other Income									
4100	Interest Earned	67	285	778	235	14	59	50	50
4120	Investment Income	(0)	(0)	0	0	1,270	0	0	0
4130	Investment Gain or Loss	(0)	0	0	0	0	(836)	0	0
4140	Investment Transfers IN	45,000	60,027	45,000	51,000	51,000	29,825	12,000	50,000
4150	Thrift Shop Transfers IN	9,000	6,000	5,250	3,000	5,000	0	0	0
Total Other Income		54,067	66,312	51,028	54,235	57,285	29,048	12,050	50,050
Fundraising Programs									
4200	Fundraisers	1,864	2,003	3,112	1,532	1,661	1,857	2,000	2,000
4220	Sentry Funds for Friends	824	1,010	752	747	617	516	500	500
Total Fundraising Programs		2,688	3,013	3,864	2,279	2,278	2,373	2,500	2,500
Total Income		172,431	193,400	170,707	149,083	196,681	146,288	119,050	157,050

Expense

Personnel Expenses

5049	All Payroll								
5000	Minister's Salary & Social Se	31,929	32,010	33,490	32,740	27,783	19,050	19,000	65,000
5001	Secretary's Salary	25,522	26,130	26,410	21,822	21,066	21,256	23,130	23,130
5002	Christian Ed Assoc Salary	2,959	3,075	3,526	625	0	0	0	0
5003	Organist Salary	8,629	9,165	9,046	2,060	5,550	5,825	7,050	7,050
5004	Choir Director's Salary	4,409	4,493	4,591	4,322	0	0	0	0
5005	Nursery Supervisor's Salary	1,403	1,204	1,196	212	0	0	0	0
5006	Sexton's Salary	3,485	3,529	3,868	3,216	3,466	3,626	3,795	3,795

Acct	Account Name	2017	2018	2019	2020	2021	2022	2023	2023
		<i>Actual</i>	<i>Actual</i>	<i>Actual</i>	<i>Actual</i>	<i>Actual</i>	<i>Actual</i>	<i>BUDGET</i>	<i>B + Pastor</i>
5007	Bookkeeping & Accounting	3,808	3,435	3,205	1,744	0	0	0	0
...5008	Custodian	0	0	0	0	0	3,383	3,691	3,691
5057	Minister's Housing Allowanc	30,000	30,000	30,000	30,000	25,000	700	0	0
Total 5049 - All Payroll		112,144	113,041	115,332	96,740	82,865	53,840	56,666	102,666
5050	Minister's Expenses	1,337	1,649	2,076	658	233	244	1,000	1,000
5055	Minister's Annuity	7,854	6,497	8,138	8,112	6,084	0	0	0
5056	Minister's Insurance	6,642	6,934	6,504	8,182	5,273	0	0	0
5060	FICA Church's Share	3,687	3,778	3,870	2,578	1,908	2,235	2,881	2,881
5070	Continuing Education	250	610	1,713	150	20	0	0	0
5420	Conference Health Ins Progra	2,308	2,227	2,242	0	0	0	0	0
Total Personnel Expenses		134,220	134,736	139,874	116,421	96,383	56,318	60,547	106,547
Outreach Expenses									
5100	Pastor's Discretionary Fund E	75	424	191	192	232	325	1,000	1,000
5130	Publicity	1,046	1,036	937	0	441	577	1,500	1,500
5140	Special Events	0	725	0	0	930	0	0	0
Total Outreach Expenses		1,121	2,185	1,128	192	1,603	902	2,500	2,500
Worship Expenses									
5200	Pulpit Supply	1,000	800	1,200	0	4,100	0	0	0
5210	Copyright License	124	314	133	137	214	201	200	200
5220	Flowers	70	264	(59)	358	(13)	(171)	250	250
5240	Food, Receptions, & Breakfas	636	526	258	0	5	226	300	300
5250	Worship Materials & Music	1,491	1,639	1,939	331	531	349	500	500
5290	Search Committee	0	0	0	0	0	17	500	500
Total Worship Expenses		3,321	3,543	3,471	827	4,838	621	1,750	1,750
Christian Education Expenses									
5300	Sunday School Expenses	(79)	178	292	1,160	481	276	500	500
5310	Vacation Bible School Expens	0	50	1,044	0	0	0	0	0
5320	Church Camp Sponsorship Ex	1,825	0	0	0	0	0	0	0
5350	Adult Ed Expenses	232	0	0	0	0	0	0	0
Total Christian Education Expenses		1,978	228	1,335	1,160	481	276	500	500
Conference Expenses									
5400	Wisconsin Conference Suppor	3,000	3,060	3,150	3,252	3,250	3,300	3,500	3,500
5410	SE Wisc Association Support	639	657	735	0	1,590	864	864	864
Total Conference Expenses		3,639	3,717	3,885	3,252	4,840	4,164	4,364	4,364

Acct	Account Name	2017	2018	2019	2020	2021	2022	2023	2023
		Actual	Actual	Actual	Actual	Actual	Actual	BUDGET	B + Pastor
Administrative Expenses									
5500	Office Expenses	1,169	857	931	855	340	867	1,000	1,000
5510	Equipment Lease	2,417	2,423	2,236	1,984	1,038	650	750	750
5520	Computer Expenses	2,169	2,254	2,004	1,824	1,421	1,536	2,400	2,400
5530	Postage	150	508	448	458	582	795	1,000	1,000
5540	Comp Insurance Package	6,198	6,143	7,114	6,168	6,325	6,643	6,650	6,650
5550	Other Administrative Expense	200	0	0	0	0	10	0	0
Total Administrative Expenses		12,302	12,185	12,733	11,289	9,706	10,501	11,800	11,800
Utilities									
5600	Electricity	4,583	4,486	3,910	3,433	3,508	3,495	3,750	3,750
5610	Gas	4,258	4,609	3,602	3,739	4,818	5,711	6,250	6,250
5620	Water & Sewer	614	773	603	595	787	722	800	800
5630	Telephone & Internet	1,900	1,761	1,796	1,964	2,070	2,088	2,100	2,100
Total Utilities		11,355	11,630	9,912	9,731	11,184	12,015	12,900	12,900
Building Expenses									
5700	Church Property Maintenance	8,620	15,947	4,044	3,117	2,668	11,815	10,000	10,000
5710	Landscaping Service	3,789	4,132	3,721	3,441	3,416	4,195	4,200	4,200
5720	Custodial Service	4,740	4,740	4,815	5,046	5,791	0	750	750
5750	Building Capital Improvements	12	0	0	0	4,899	12,721	0	0
Total Building Expenses		17,162	24,820	12,580	11,604	16,773	28,731	14,950	14,950
Other Expenses									
5800	Bank fees	152	287	482	598	587	600	600	600
5810	Investment expenses	0	0	0	0	39	30	0	0
5850	Events	0	0	0	0	0	0	0	0
5851	Weddings	(1,601)	(290)	(1,710)	(750)	(252)	700	0	0
5852	Funerals	(1,067)	220	3	0	67	45	0	0
Total Other Expenses		(2,516)	217	(1,225)	(152)	442	1,375	600	600
Total Expense		182,582	193,260	183,694	154,323	146,248	114,903	109,911	155,911
Net Income (Loss)		(10,151)	140	(12,987)	(5,240)	50,433	31,385	9,139	1,139

Sandra L. Johnson
2327 Theatre Rd.
Williams Bay, WI 53191

Letter of Reference for UCC Fontana/Community Church of Fontana

February 12, 2023

Dear Sirs and Madams,

Greetings. I am pleased to have this opportunity to write a letter of reference for the church's pastoral search. In this effort, I will first give you some information about myself and about my connection to the United Church of Christ in Fontana and then delve into what I perceive as the church's strengths and challenges.

I grew up in Williams Bay and, along with my family, attended the United Church of Christ in Williams Bay. After a career as a classical vocalist, church musician and music educator, I returned to my hometown of Williams Bay in 2012. I am currently a member of UCC WB as well as the Office Assistant, Chair of Building and Grounds, Choir Director and member of the Education Committee.

Almost two years ago I took a position as secretary at UCC Fontana. I worked in this capacity for about a year. I left this position in August of 2022 to pursue some long sought after roles and goals - that of grandma/babysitter for my grandchildren, Greyson (4) and Emily (7), and to pursue a Certificate of Chaplaincy at the Chicago Theological Seminary.

As secretary at UCC Fontana, I was in close contact with many of the leaders and congregation members and was deeply involved with the processes of the church. Though the church has many gifted and devoted members, I worked most closely with Becky Sponholz, Moderator, Lisa Laing, Treasurer, Interim Minister Jim Iliff, and (retired) Pastor Howard Hunt.

In my experience and estimation, and fortunately for the church, I believe that the leadership of the church is one of its greatest strengths. I observed their collectively deep commitment to the well-being of the church through their generous and abundant gifts of talent, time and love; and there is no doubt in my mind that the true Spirit of God dwells at this church.

As so many traditional churches struggle to survive and be relevant in our changing and post-pandemic world, the United Church of Christ, Fontana took the bull by the horns and has not let go. I admire the church for its bravery and confidence; not once did I witness the attitude of surrender, but always of fortitude and spiritually led discernment.

I observed Becky Sponholz's deep concern for and sensitivity to the members of the congregation's feelings while providing a no-nonsense, straight forward, and transparent leadership – not always an easy task in a group of individuals undergoing a transformative effort. I also worked closely with Lisa Laing. A long-time member of the church, Lisa brings both a deep-rooted concern for the church and a wealth of experience, specifically in the nuts and bolts of a significant non-profit

religious organization. I have much respect for the way this church is run: efficiently and effectively with up-to-date technology and software to move forward.

Reverend Jim Iliff has been a blessing to this church providing professional leadership in the difficult task of the times and transition. Jim is the kind of person that resonates strength, trust and respect and provides a solid front and foundation to the church. Equally, Reverend Hunt, Jim's fill-in with whom I have had the opportunity to participate in worship service, creates a down-home sense of security in his preaching of God's word.

The church is committed to the community providing direct assistance to the least advantaged in the greater Geneva Lake area through gas gift cards (no questions asked), the Thrift Shop (providing low cost or free clothing and household goods), the food pantry, and acting as a clearinghouse of assistance resources. The church employs a parttime secretary that keeps the church "open for business" answering the door and the telephone five days a week. In addition, the church sponsors several annual charities that provide substantial gifts, including children's clothing, coats, boots and toys at Christmastime, and school supplies, including backpacks and clothing in the fall to the area's families and schools in need.

In a addition to the leadership and council members, there are many other individuals and families engaged in various programs and activities that appear to add much to the life of the church including children and youth programs, activities and worship, the Thrift Shop, supplying altar flowers and coffee fellowship, care for the church grounds and overall support.

As we know, one of the issues facing small- to moderate-sized churches is that they are building heavy. It is my belief that as one might strive to create a blessing from a perceived burden, small churches might move into the future by considering the possible strength of their brick-and-mortar asset. The United Church of Fontana embraces that optimism by allowing several community groups to use their space at little to no cost. Some of these groups include the local AA Chapter, the local bridge group, the local garden club, and many others. The church is, and as far as I know has always been, committed to the community at large thus living out in real time and space God's desire to care for all God's people and to be a beacon of light.

In my humble opinion, the historic United Church of Christ in Fontana continues to serve an important purpose in serving God and being present in today's world in this community and beyond and is positioned to succeed in that challenging capacity in the future.

Sincerely yours and in God's peace and love,

Sandra Johnson

(262) 325-1065

sajmusewb@gmail.com

I was privileged to serve Community Church from 2002 until my retirement in 2012.

The congregation was a diverse group with parishioners that grew up in the area, those who were summer residents from Illinois, and those who moved to Fontana/Walworth in their retirement years. This diversity always proved to be a strength as the church sought to minister to the communities around it. It also provided an openness to try new things. For example, I introduced new hymns to use in the worship services. The people were open to try them. Some of these new hymns were gladly received, while others not so much. Community Church also had a cooperative relationship with the sister UCC churches in the area, sharing worship services during Lent, Thanksgiving, and an August worship service at Aurora University in Williams Bay.

The congregation was blessed with strong, dedicated lay leadership with a willingness to serve on the boards and committees of the church, as well as dedicated participation in the ministries of the church, whether that be music ministry, youth ministry, serving as confirmation mentors, delivering meals on wheels, preparing and serving funeral meals to name a few. The Thrift Shop sponsored by the church and staffed by loyal members of the congregation provided good, affordable clothing and household items for the people of the surrounding communities while at the same time providing financial support for the church and its ministries. In the years that I served Community Church the Country Fair that the church sponsored on the last Saturday of July was an event that was enjoyed by the people of the community and surrounding areas, an event that took much planning and coordination by the whole congregation. The Fair provided a sizeable income source for the church's ministry.

Along with its support of the wider ministries of the United Church of Christ, the church also actively supported other mission endeavors. The church embarked on a prayer shawl ministry in which prayer shawls were given to nursing care patients and hospital patients, and a casserole ministry to share food with families who experienced loss with the death of a loved one, or sickness, or experienced the joy of the birth of a child. The Crop Walk and Relay for Life were longstanding community benevolent events that the church generously supported. The congregation had monthly food offerings, especially at Thanksgiving, to help the Walworth Food Pantry to serve people in need in the community. For Souper Bowl Sunday the youth of the church prepared a variety of soups that they could serve to the people after worship that day and the money donations the youth raised were given to mission causes. The people also brought cans of soup that were donated to the Walworth Food Pantry. The church each year participated in the community backpack project to provide school supplies for children in the area who otherwise would have difficulty affording them. With the Christmas mitten tree church parishioners helped families in need to brighten their Christmas holiday with gifts of clothes and other articles. These are just a few of the mission endeavors the congregation actively supported.

I remember Community Church to be a welcoming place for new people and old friends who for some reason or another had fallen away and were missed, all invited to come and be a part of the life-giving faith in God to which the church actively witnessed.

Rev. Bob Meyer

February 7, 2023

To Whom It May Concern,

My name is Rebecca Roehl and I am writing today on behalf of the Community Church of Fontana. I am currently the Director of Children, Youth, and Family Ministry at Faith Evangelical Lutheran Church in Walworth, WI; it is through this role that I have had experiences with the Community Church of Fontana.

My experience with the ministries of the Community Church of Fontana has mostly been through Vacation Bible School. Three local churches work together each year to put on a week-long VBS program for community children. Faith Ev. Lutheran and the Community Church of Fontana are two of those churches. We rotate hosting VBS every summer and when it is not your church's turn to host, you help the other church. I have worked with several different people from the Community Church of Fontana throughout my time of being involved in VBS and each and every one of them has been wonderful to work with. These ladies have been outstanding leaders, great at sharing ideas, respectful, intelligent, and dependable. No one in the group ever has to worry about something not getting done. The team of leaders from the three churches has always worked very well together. The congregation, itself, has also been very supportive to VBS. Every year they can be counted on to donate snacks for the entire week and send volunteers, especially high school students, to help at VBS.

I have also had conversations with the church education leadership about doing joint youth group events and other activities. Faith Ev. Lutheran was invited by the Community Church of Fontana to join them on a fundraising walk, which we did and enjoyed very much. We have also been invited to join youth class, which did not work for us, but the outreach was very appreciated.

All-in-all my experiences with the Community Church of Fontana have been very positive. I am grateful for the partnership that has been built through VBS and look forward to new partnerships and joint educational events in the future.

If you have any questions or would like to discuss this any further, please do not hesitate to contact me via the phone number or email address below.

God's Peace be with You,

Rebecca Roehl
Director of Children, Youth, and Family Ministries
Faith Evangelical Lutheran Church, Walworth WI
education@felcwalwoth.com
608-728-2798

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



Church#: 860910

Assoc: 832 **Schedule:** 0 Community Church of Fontana UCC Fontana WI 53125

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2012	173	67	23	0	0	7	8	4	-5
2013	167	65	23	0	0	0	2	4	-6
2014	172	66	18	0	0	6	1	0	5
2015	142	68	40	0	0	7	2	35	-30
2016	146	63	43	6	0	2	4	0	4
2017	147	61	27	0	0	3	2	0	1
2018	145	62	27	4	0	0	5	1	-2
2019	144	51	24	0	0	0	1	0	-1
2020	140	30	24	0	0	0	4	0	-4
2021	132	29	9	0	0	1	9	0	-8
2022	135	28	7	4	0	0	1	0	3

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
2012	\$148,552	\$7,380	\$0	\$808	\$808	\$4,170	\$4,978	0.00	\$160,910	\$103,331
2013	\$150,532	\$38,000	\$2,250	\$1,725	\$3,975	\$2,125	\$6,100	1.49	\$194,632	\$101,635
2014	\$147,753	\$0	\$3,000	\$6,782	\$9,782	\$1,000	\$10,782	2.03	\$158,535	\$88,867
2015	\$187,732	\$0	\$3,000	\$13,139	\$16,139	\$0	\$16,139	1.60	\$203,871	\$131,597
2016	\$177,574	\$0	\$3,000	\$4,548	\$7,548	\$2,461	\$10,009	1.69	\$187,583	\$126,247
2017	\$182,691	\$0	\$3,000	\$801	\$3,801	\$608	\$4,409	1.64	\$187,100	\$114,897
2018	\$190,392	\$0	\$3,060	\$521	\$3,581	\$0	\$3,581	1.61	\$193,973	\$138,573
2019	\$188,512	\$0	\$3,210	\$185	\$3,395	\$0	\$3,395	1.70	\$191,907	\$108,973
2020	\$151,072	\$0	\$3,302	\$120	\$3,422	\$0	\$3,422	2.19	\$154,494	\$92,366
2021	\$141,408	\$0	\$3,250	\$1,910	\$5,160	\$0	\$5,160	2.30	\$146,568	\$92,707
2022	\$102,055	\$12,421	\$3,575	\$125	\$3,700	\$172	\$3,872	3.50	\$105,927	\$111,287

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2017-2022	-8.16	-54.10	-74.07	33.33	-50.00	-44.14	-2.66	-43.38
2012-2022	-21.97	-58.21	-69.57	-42.86	-91.67	-31.30	357.92	-34.17

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.