

UNITED CHURCH OF CHRIST

Local Church Profile

Evangelical & Reformed United Church of Christ

413 Wisconsin Avenue,
Waukesha, WI 53186

Pastor

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1A. LISTING INFORMATION

Church Name: Evangelical & Reformed United Church of Christ

Address: 413 Wisconsin Avenue, Waukesha, WI 53186

Supplemental Web Links:

- **Website:** <https://www.uccwaukesha.org/>
- **Facebook:**
<https://www.facebook.com/EvangelicalandReformedChurch>

Additional Ecumenical Affiliations: None

Conference: Wisconsin

Association: Southeast

Staff Contact Person: Rachel Bauman, Associate Conference Minister,
(608) 630-2992, rbauman@wcucc.org

Summary Ministry Description:

Evangelical & Reformed UCC is situated in a prime location in Waukesha. Our church is beautiful, safe and financially sound for now and the foreseeable future. Specifically, our church calls for an effective spiritual leader who can work well with staff and collaborate with all members of our congregation. E and R further calls upon a Pastor that is an empathetic leader with outstanding listening and

speaking skills, yet is patient, open to socialize and work with all age groups, from our shut-ins to our youth. We are seeking a leader who can help us move forward; in growing our faith, membership, working with the community and helping us to evolve our congregation. We are eager to engage in this work with you.

Photographs:

[Additional Photos](#)





What we value about living in our area:

Waukesha is in proximity to big cities while maintaining small town values. There is a great educational foundation and access to opportunities with great local schools and university options nearby. There are many opportunities for outdoor recreation all year round. There are excellent healthcare facilities in the area and employment opportunities for all fields.

Current size of membership: 250

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

Position Title: Pastor

Position Duration: Settled

Compensation Level : Full Time

Does the total support package meet conference compensation guidelines? Yes

1B. SCOPE OF WORK

When looking at the scope of work for our church, we first determined our core values. Through discussions with congregation members in collaborative discussions, we identified our core values as: Faith, Family, and History.

In order to best foster these values as we continue on our faith journey, we are seeking a pastor who is:

- **Innovative:**

- We are seeking a Pastor who is able to listen and help us find a path that brings us from “old” traditions to “new” at a pace and expectation that meets the various generations that represent our congregation. We would like a Pastor who is willing to challenge us in all aspects of our faith and guide us in opportunities to connect more with those outside the church.
- **Approachable:**
 - We are looking for a Pastor who is an effective leader with great listening and speaking skills, while being patient and offering guidance. Our Pastor would foster a safe space for individuals to ask questions and demonstrate a desire to learn more. Opening the door for further dialogue and inquiry based on listening and understanding for any and all; congregates or not.
 - We would like someone willing to socialize with all groups that make up our congregation (families, seniors, homebound, youth, LGBTQ, etc.). Our Pastor would help bring us to a point where we can respectfully and in a Christ-like fashion, “navigate the topics of the time” while respecting the various standpoints and perspectives.
 - We are seeking someone who is collaborative and will work to support relationships with our E&R staff.
- **Organized and Detail Oriented:**
 - We are looking for a Pastor who is organized, detailed oriented, sensitive and sociable.

1C. COMPENSATION & SUPPORT

Salary Basis: Based on Conference guidelines - starting at \$63,000.00, including housing and commensurates with experience.

Benefits: Salary plus Benefits - Benefits include health and dental insurance, life and disability insurance, contribution to the pension, allowance for continuing education and professional expenses and mileage reimbursement. Sabbatical leave will be available at the end of five years of full-time service.

What is the expected living situation for your next minister: Living in the Waukesha or surrounding area with a housing allowance.

State any incentives: The Wisconsin Conference has a Seminary Loan Repayment Program and offers Clergy Continuing Education Grants.

Describe peer and professional support available for ministers in your association/conference: Community of Practice (Peer Groups), Clergy Coaches, Annual Clergy Retreat at one of our beautiful camps (<https://ucci.org/>).

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

1. Describe the ministry goals you envision your next minister co-collaborating with the congregation to achieve.
 - a. Co-collaborating with youth
 - b. Homebound visitation and communion
 - c. Music; modernization, variety
 - d. Grow relationships with the community.
 - i. Community outreach to serve those around us in a high needs/centrally located area.
 - ii. Collaboration with area churches to support the wider interfaith clergy mission.
 - e. Small group ministries: Continue to build and structure new opportunities for congregation members to connect outside of the Sunday service. We are passionate about the growth of additional small groups, however, we could benefit from direction on how to take our current groups and build upon them.

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

We have great involvement in donation drives (food pantry, toys, school supplies) and monetary support. We would love to do more out in the community. To do this, we would benefit from a Pastor who can help facilitate more participation from our congregation. The goal is to expand our opportunities to help build

relationships beyond our walls. We would like our Pastor to continue to support our congregation in this community outreach along with helping to enrich those we are already participating in. Some current missions include:

- **Community Meals**- Hope Center, Loaves & Fishes, Family Promise and Habitat for Humanity
- **Drives for Goods**- Food Pantry, Hope Center, Women's Center, Backpack Coalition, Angels Baby Closet and Hebron House Services
- **Benevolent Monetary Donations**

Our hope would be that a Pastor could also motivate and challenge the congregation to look into future support that is explorative for our mission to grow Christ's work.

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

Our direct community has a high population of Spanish speakers. A pastor who speaks Spanish as a second language may be 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.

- Building transformational leadership skills
 - Working collaboratively with intercultural awareness and sensitivity.
 - Encouraging leadership development of self and others through continuing education and lifelong learning.
- Strengthening inter- and intra- personal assets
 - Exhibiting strong moral character and personal integrity.
 - Respecting the dignity of all God's people.
 - Understanding and ministering to stages of human development across the lifespan.
 - Demonstrating excellent communication skills.
- Working together for justice and mercy
 - Practicing the radical hospitality of God.
 - Identifying and working to overcome explicit and implicit bias in the

- life of the Church.
- Engaging in mission and outreach.
- Building relationships of mutual trust and interdependence.
- Exhibiting a spiritual foundation and ongoing spiritual practice
 - Loving God, following Jesus Christ, and being guided by the Holy Spirit; living a life of discipleship.
 - Continuing discernment of one's call in community.
 - Exhibiting a commitment to lifelong spiritual development and faithful personal stewardship.

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)

Mission Statement: “To foster the spiritual growth of a community of devoted followers of Christ”

Members of E & R met and discussed what are the core values of the congregation. These values were identified as Faith, Family and History/Tradition. These values have served as the backbone of the congregation. Our strong faith can be seen in many ways. We have bible studies, various groups for adults and youth and strong Sunday School programming that keeps all ages learning and growing on their faith journey. Family is multifaceted within our congregation. There are many members who are multi-generational families but also there is a bond that is not necessarily blood tied. We are a group of people that care for one another in ways that exceed that of the traditional family. We care for each other as God's family. Our history as a church and the Evangelical and Reformed traditions of the United Church of Christ are very important and valued.

The congregation feels strongly that we need to move forward and focus on our community outreach, engaging all members and welcoming all we encounter within our church building as well as during our outreach as Jesus has taught us to do. We understand there is much “work” to do and that we cannot do it all. We'd like to see more individuals get involved and also work on reconnecting with Confirmants and members who have become inactive. We need to focus our energy as we continue to do the “work”. This involvement needs to include younger families and new faces. This work is not for the Pastor alone but a

collaboration of the Pastor and the congregation together walking hand in hand.

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

We are blessed with a Director of Christian Education who has a passion for inclusivity of the special needs community. This program reaches a very underserved population within our community. It is our Baking Buddies program. The program pairs a neurotypical individual with a young person with special needs to work together to bake a recipe. We have a program that is a four night event with 12 pairs each night every other month. Our volunteers are church members and youth along with numerous school groups from local high schools and colleges. This program has taught us that the participants with special needs have a desire for spiritual learning. From this experience, we have made modifications to our Vacation Bible School in order to better support these young people within our community. We have recently started a monthly Friendship Ministries which is a Bible study program geared to the needs and abilities of these youth.

The church is located on our community's parade route which has given us the ability to extend our hospitality during these events. Our building is open for restroom access, we provide cookies, popcorn, water and cocoa to parade watchers and have parking lot access for the elderly and disabled that is much appreciated. During the 2021 Christmas Parade Tragedy we opened our doors as a safe haven for parade goers in the moments when there was so much chaos. This gesture was done without a second thought by the congregants who were in charge of the building that evening. This year we opened our doors again as always and we included a prayer vigil prior to the parade that all were invited to attend.

The congregation did attempt the very beginnings of the ONA groundwork education, however for a variety of reasons we stopped moving forward. With the right guidance, it is a process that could be revisited. Other social issues could be introduced to the congregation in the relevant manner of today so we can be that Christian community that Jesus has commanded us to be in John 13:34 "That you love one another just as I have loved you, you also should love one another."

3. Who Are We Now?

A. Describe your congregation's life of faith.

We are best described by our Mission Statement. Our Mission is “to foster the spiritual growth of a community of devoted followers of Christ.” With this mission, God is there to guide us through challenges we have faced and has blessed us with a strong community. The Holy Spirit works through us to strengthen and guide us to overcome obstacles and carry out God’s will.

This statement is painted on the walls of our fellowship area and serves as a reminder for our congregation as we leave worship and head out into the world.



Describe several strengths or positive qualities of your congregation.

- We are welcoming:
 - We have a strong Sunday School program that welcomes all.
 - The Baking Buddies program supports individuals with Special Needs
 - Summer Vacation Bible School is open to all youth in our community; not just congregation members
- We are social:
 - We hold Family Fun times events to help connect outside of church
 - We have an “Off Our Rockers” social group who meet to engage in various events.
 - We like spending time together beyond Sunday mornings.
- We are generous:

- Donating to community organizations (backpacks, food pantry, scarf/mitten/hat tree).
- We are caring:
 - We listen to the needs of one another and jump in to help without being asked.
 - Angels Express helps support congregation members in need of meals.
- We are a resilient congregation that is rooted in strong familial ties and a strong church history. We have overcome adversity and have worked together to get the job done.



Sunday School



Baking Buddies



Off Our Rockers



Youth Group Volunteering

Describe what worship is like when your congregation gathers.

Worship is held in our sanctuary. We hold one service per week at 9am. Sunday worship is structured around passages of the Bible that are taken and applied to our lives today. The use of imagery and humor is helpful and helps make the readings more accessible in today's context. Our music selection comes primarily from our hymnals. We are passionate about our desire to grow more followers of Christ. In order to do that, we would like to maintain our history while growing towards the future; music being a key component of our continued growth. A Pastor who could help guide us through that transition would be of value to us.

As a result of 2020, we have begun to also livestream our service on Facebook. We have a large population of elderly members with limited mobility, as well as home-bound individuals who connect with us via this platform.

Various members of our congregation serve as liturgists and volunteer to read scripture each Sunday. Once per month we hold a "Family Sunday" and children are encouraged to attend the worship service with their parents. We have an active Sunday School program that shares various lessons/messages throughout the year, in addition to a Christmas program. When there are baptisms to be

celebrated, they are typically held during our regular worship service unless specifically requested otherwise. As a congregation, we enjoy welcoming these newest members to our family of faith.

We would describe good preaching as: invigorating, relatable to multiple demographics, inclusive, creative, original, and applicable to the congregation.

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

We have a very active Sunday School program. From preschool to sixth grade, kids learn about Bible stories at their level through art, games, drama, music, computers, baking, and science. Sunday School is rotation based, focusing on one story for multiple Sundays through these different activities. Congregation members volunteer to be the teachers for each rotation.

During the summer, Vacation Bible School is an exciting time, open to all kids in the community. It's a week dedicated to learning about God with fun summer activities incorporated as well as music, art, games, and storytelling. VBS is open to kids and young adults with special needs.

After graduating from Sunday School, the next level of education is Confirmation. Confirmation is a way for seventh and eighth graders to start a more personal relationship with God and continue their faith journey. We also have a Trailblazers class for seventh through twelfth graders. This class offers an interactive and biblically based opportunity for students to discuss relevant faith and life issues including perseverance, self worth, and celebrating diversity.

Two women's Bible studies are currently being offered; one is through Zoom online and the other is in person. We have a Men's Breakfast where the men in our church family and the community meet to develop friendships and encourage each other in their spiritual walk. We are looking to expand our small group ministries to offer even more opportunities to grow our faith.

Recently, our church has also started a program called Friendship Ministries. Once a month, kids and young adults with special needs come to our church to learn more about the Bible and God at their level.

Describe how your congregation is organized for ministry and mission.

Our church Council (the executive body of the church), elected by the congregation (the governing body of the church), oversees the operations of the church. There are numerous committees that are appointed by Council to handle specific tasks that further serve the purpose of the church. Each of these committees, such as Benevolence, Budget/Finance, Christian Board of Education, Investment, Music, Membership, Nominating, Pastoral Relations, Personnel, Scholarship and Stewardship reports to the Council. Decisions made in these committees are communicated to the Council. Any decisions made by Council are communicated to the congregation in the meeting minutes that are published in our Trumpet newsletter. Other forms of communication are through announcements in church, mailings and meetings. There is an annual congregational budget meeting to approve the budget and the Annual Congregational meeting to review and inform the congregation about the previous year. Any matters of a general nature that involves spending money above a specific limit, borrowing money or selling property requires a vote from the congregation.

The Council meets once a month. Some committees meet anywhere from once a month to once a year. Not all committees meet every month. Most meetings last two hours or less.

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

At least two hours a month at the Council meeting. The rest depends on which committee is meeting and when. Most meetings last two hours or less. The Pastor is required to attend the Council meetings and is invited to attend any other committee meetings at their discretion.

Think of a time when action had to be taken quickly, for example

when a crisis or disaster occurred. How was that accomplished?

In 2005 our church experienced a tragedy in that our entire building was lost due to a fire. From the ashes, we came together to work towards a new future through the rebuilding process.

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

B. Eleven Year Report

<https://tinyurl.com/EandR11YearReport> (or see attachment at the end)

C. Congregational Demographics 12-14

1. Describe those who participate in your church.

		Is this number an estimate? (check if yes)
Number of active members:	11 year average 296 (Monthly Average for 2022 100)	x
Number of active non-members:	2	x
Total of church participants (sum of the #s above):	298	x

2. Percentage of total participants who have been in the church:

Is this number an estimate? (check if yes)

More than 10 years:	70	X
Less than 10, more than 5 years:	25	X
Less than 5 years:	5	X

3. Number of total participants by age:

Is this number an estimate? (check if yes)

0-11	12-17	18-24	25-34	34-44	45-54	55-64	65-74	75+	Church directory 9-22
16	14	34	50	54	50	40	38	38	Yes

4. Percentage of adults in various household types:

Is this number an estimate? (check if yes)

Single adults under 35:	5%	X
Households with minors:	20%	X
Single adults age 35-65:	14%	X

Joint households with no minors:	<1%	X
Single adults over 65:	60%	X

5. Education level of adult participants by percentage:		Is this number an estimate? (check if yes)
High School:	95%	X
College:	75%	X
Graduate School:	10%	X
Specialty Training:	10%	X
Other: <i>(Please Specify)</i>		

6. Percentage of adults in various employment types:		Is this number an estimate? (check if yes)
Adults who are employed:	45	X
Adults who are retired:	50	X
Adults who are not fully employed:	5	X

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

We have a range from blue collar workers to professionals with many retirees.

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

We are a majority European American congregation. Our community has a large Hispanic demographic.

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:

No

3D. Participation and Staffing

Ways of Gathering	Estimated Number of People Involved	Who plans each of the listed gatherings? (List any and all worship planners, such as various lay leaders, pastors, musicians, other staff)
Adult Groups or Classes	57-60 estimate	Director of Christian Education Lay Leaders
Baptisms (number last year)	3	Pastor
Children’s Groups or Classes	30 VBS 75-100	Director of Christian Education
Christmas Eve and Easter Worship	110	Pastor, Organist, Pianist, Worship & Arts Committee

Church-wide Meals	None since COVID	Lay Leaders
Church-based Bible Study	20–30	Directory of Christian Education Pastor
Communion (Served how often?)	85-100 1st Sunday of month	Pastor Elders
Community Meals	4	Lay Leaders
Confirmation (Number confirmed last year)	2 - 2022 5- 2023	Directory of Christian Education Pastor
Drama or Dance Program		
Funerals (Number last year)	3	Pastor
Intergenerational Activities/Groups	75	Director of Christian Education
Outdoor Worship		
Prayer or Meditation Groups	10	Lay Leader
Public Advocacy Work		
Retreats	1	Lay Leaders
Theology or Bible Programs in the Community		

Weddings (Number last year)	1	Pastor
Worship (Time Slot: 9AM)	85-90	Pastor, Organist, Pianist, Worship & Arts Committee
Young Adult Groups or Classes	75-100	Director of Christian Education
Youth Groups or Classes	25	Director of Christian Education Parents
Other:		

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

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Shelby Perez	4	UW-Health	Chaplain	N

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: Rev. Howard Kussler, Pastor Emeritus, is not a member but visits occasionally and remains in contact with some congregants.

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	Supervised by:	Length of Tenure for current person in this position
Secretary/ Office Manager	No	part-time	Pastor	12 years
Director of Christian Education	No	part--time	Board of Education	11 years
Custodian	No	part-time	Trustees	11 years
Organist	No	Part-Time	Pastor	32 years
Pianist/Choir Director	No	Part-Time	Pastor	5 years
Treasurer	No	Part-Time	Personnel Committee	3 years

Additional comments: all staff are supervised by the Personnel Committee.

Reflection: After reviewing the congregational demographics and activities above, what does this information reflect about your congregation’s overall ministry?
As a congregation we are a close-knit, dedicated, engaged group.

The E and R is fortunate to have excellent quality staff members. Our next Pastor will inherit a dynamic staff.

- Our church Secretary/Office Manager handles the day-to-day operations pertaining to running the church office and prepping for the Sunday service. Our Secretary has excellent organizational skills and is very detail oriented.
- Our Director of Christian Education leads an exceptional Sunday School and VBS program along with other programs that include Baking Buddies, Friendship Ministries, Off Your Rockers, Family Fun Times and Crafter’s Corners.

- The music leadership under our Organist and Pianist/Choir Director is also top-notch. Our choir dissipated during Covid, yet is on a slow rebound. Many in the congregation are fired up, in a good way, to provide musical choices and opportunities.
- Our Custodian is an incredible custodian that provides a clear cut, clean looking church environment.
- Our Treasurer is very detail oriented. Our Treasurer maintains the books, handles payroll and payments.

3E: Current annual income (dollars used during most recent fiscal year)

Source	Amount
Annual Offerings and Pledged Giving	\$ 140,584
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$217,555
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$ 0
Fundraising Events	\$ 3,134
Gifts Designated for a Specific Purpose	\$3,623
Grants	\$ NA
Rentals of Church Building	\$ 975
Rentals of Church Parsonage	\$ NA

Support from Related Organizations <i>(e.g. Women's Group) Sunday School</i>	\$ 1,521
Transfers from Special Accounts	\$ NA
Other (specify): Rent from Cloverleaf Daycare and Mami Feliz/Ricardo	\$ 17,415
Other (specify): OCWM, coffee hour, loose (cash) contributions, S.S., Youth Group, Communion, Misc.	\$ 7,983
TOTAL	\$ 392,790

Current annual Expenses \$
383,687

Considering total budgeted expenses for the year, compare total ministerial support.

- **What is the percentage?** 33%

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*)

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

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of the operating budget, what is that percentage? (*Set amount per our church budget committee*) \$7,500

What is the church's current indebtedness?

None

Total amount of loan debt:

\$0

Reason for debt:

N/A

Are capital and other payments current?

None

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.

None

Endowment:

In with investment total.

Market Value:

Under investment total.

What is the percentage rate of draw versus five years ago?

The amount was higher in one year but lower in the past few years. It's still relatively in the same range. Not exactly sure of the percentage.

Describe the draw on the endowment?

The church is allowed to draw off the income that the investments generate. Some of the endowments have restrictions. Only the income can be used. The principle cannot be touched for a specific number of years.

How long will the endowment last?

It should last many years with proper management.

Reserves (savings)

In the investment total.

Investments (non-endowment)

\$5,386,401

Parsonage

None

Which spaces are accessible to wheelchairs?

All spaces are accessible to wheelchairs.

The church paid off its mortgage in approximately five years after construction of our new building.

Describe all buildings owned by the church:

Our church was built in 2008 and is fully handicap accessible. We have a commercial kitchen which we rent out to local business owners starting out in the food industry. Part of the building is rented out to a daycare and the second floor is dedicated to the Sunday School and youth group. Our building is used for various community endeavors (dart ball, Girl Scouts, Civil War history group, voter polling place, condominium association meetings). The church is open for the annual Fourth of July and Christmas parade. We also have a storage shed.

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

Our church has been blessed with a sizable endowment and investment portfolio. It has been well managed and the church is financially sound with no debt. There are restrictions on how some of the funds can be used, but it will last a long time as long as it continues to be well managed. The church is able to use the income from the investments to help cover the budget which is approximately \$440,000.00 for 2023.

3f. Historical Information

Our Church first came into being in 1866 when a few, mostly farming, families of Swiss German heritage started out by gathering at Lawrence School. The congregation was known as the Erste Deutsche Reformirte Kirche (later, First German Reformed Church). The congregation then moved to the property where the new church now stands. A building was purchased from the Prairieville

Academy, which later became Carroll College. This building was the first brick & stone building in Wisconsin. That Prairieville Academy building lasted until it became too small for the growing congregation & was replaced by a beautiful Gothic building in 1891. That building was destroyed by a tragic fire in 2005. We rebuilt on the same property & our current building was opened in September of 2008.

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.

<p>Church Fire 2005</p>	<p>We were blessed to have community members, community churches and state churches help us rebuild our church! Our congregation came together to rebuild and pay off the loan that was used to rebuild the current church. What you see is the effect of this incredible rebirth!</p>
<p>Summer Picnic Fundraisers with WisHope</p>	<p>In the summer of 2017 and 2018 the History Committee teamed up with WisHope to sponsor and run two successful fundraisers to battle opioid addiction. The church participation, the teamwork, and community involvement in planning and attending were landmark in our church's recent history.</p>
<p>Waukesha Christmas Parade 2021</p>	<p>A man in a SUV killed six people and injured sixty-two people. We were conducting our traditional cookies and cocoa giveaways on the parade route right outside the church. Dozens of families took refuge inside E and R walls. A prayer vigil was held this past</p>

	December (2022) to remember the victims and pray for continued love and safety.
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Describe a specific change your church has managed in the recent past.

A major change is we held three congregational retreats this past year which were proctored by our interim Pastor. These meetings helped to reboot a concerted effort to find out what the current church’s values are. In October and November there were virtual and in-person meetings to discuss topics centered in the profile which led to outstanding conversation and much energy pushing forward.

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?)

A major pattern in our recent church history has been when there is conflict, lay leadership works as best as it can with our pastor to resolve an issue. This was with the Pastoral Relations Committee or with attempts at conflict resolution. The norm is people with serious concerns or questions want someone else to address the Pastor face-to-face. Cliques and parking lot conversations have reduced the impact of meetings to help solve the issue. Most members have taken their toys and left or stopped trying to address the situation if it involved face to face resolution.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Rev. Christine Wilke	2022-Present	Y

Rev. Bob Gross	2015-2021	Y
Rev. Jim Gorman	2004-2014	Y
Rev. Wayne Adcock	2002-2003	N
Rev. Dave Switzer	1998-2001	Y

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

Overall, during crisis moments, like our 2005 fire, the entire church comes together, putting away all differences! The congregation for the most part works well with the Pastor, and vice versa!

Many of the older members still cling to Pastor Kussler's way of doing things (1962-1995) even though he is long retired. Pastor Gorman and Pastor Gross had their detractors. Some members were never brave enough to address their complaints with them, so the negativity would always be there in small to medium sized groups. Our pastors would open the door to conversations, but that is where both sides would stop.

Based on our retreats we find that there are flows and ebbs of good and not so good; the not so good is rarely if ever met face-to-face with our Pastors. Our congregation members, as a lower-level theme, seem to state their claim, take their "toys" and leave.

Projects started and stopped; started and stopped, like for example in "This Far By Faith".

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

No.

Has your church been involved in a Situational Support Consultation?

No.

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

No.

4a. Community Vision

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

This past year we have participated in Loaves and Fishes and donated food to the Food Pantry. E and R always participates in helping the annual Food for Families in November. For the past fourteen years we have provided free lemonade, cookies and popcorn for the Fourth of July parade, which runs right in front of our church. Our doors were open for the community then, as well as for the Christmas parade. This December we honored those Waukesha citizens who were directly involved or indirectly involved with the previous parade with a pre-parade prayer vigil service.

Our church, over the past decade, has had a small number of members attend the Association Conference and the seminars that have been offered.

The Profile Writing team is telling all candidates that our members are ready for that next journey. What that is, is not clear. That next phase may or may not be ONA. We need a slow, transparent plan that involves all members.

Our connections with the many churches in downtown Waukesha center mainly with First Congregational where we have been sharing Lenten services together for the past twenty-five years.

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

We send delegates to the annual meeting for the Association and Conference. One of our members is the current moderator for the Wisconsin Conference.

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)

Economic Justice

Creation Justice

Faithful and Welcoming

- | | |
|--|--|
| <input type="checkbox"/> God Is Still Speaking (GISS) | <input type="checkbox"/> WISE Congregation for Mental Health |
| <input type="checkbox"/> Border and Immigrant Justice | <input type="checkbox"/> Other UCC designations: |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I'M) | <input type="checkbox"/> Designations from other denominations |
| <input type="checkbox"/> Just Peace | <input checked="" type="checkbox"/> None |
| <input type="checkbox"/> Global Mission Church | |
| <input type="checkbox"/> Open and Affirming (ONA) | |

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

We are interested in pursuing the A2A.

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

We work with Family Promise serving meals and day care with the Delafield Presbyterian Church.

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. Our Mission is "to foster the spiritual growth of a community of devoted followers of Christ." We believe that all the activities mentioned above support our mission.

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? We believe we are open to having conversations about this subject and we can come to agreements on reasonable expectations on time.

4b. Mission In Site

The housing price reports for our church area are between \$200,000-299,000. This data would support the majority to approximately 70% of our congregation.

\$75,000-\$125,000 income is representative of this growth in this two mile radius, yet people making below \$25,000 are at 18%, below poverty 11% and near poverty 4%. Opportunities here for ministry, may already be involved with Loaves

and Fishes, Food Pantry or Family Promise. The income levels are very similar to the E and R congregation.

68% employed and 30% not employed would fit a continuously growing urban area around our church. Our current Food Pantry assistance, as well as Loaves and Fishes, helps meet the needs for many of these unemployed. So, for context, during the past thirty years E and R would have had more employed and less unemployed.

The downtown area of Waukesha is symbolized by 30% of the population not in the labor force and 2.4% are unemployed; opening avenues of intervention for spiritual assistance; conversely shows 61% of a white collar area resembling a smaller portion of our church since blue collar would be a larger portion than white collar.

Other In Site Statistics

47% of residents commute to work in less than 20 minutes so opportunities for people to come to our church!
25% of population downtown is under 20 years of age 33% under 50 24% under 65 E and R membership would be about the same for 20 years; higher for under 50 as well as over 50 and definitely higher percentage for under and over 65
25% high school diploma 8% no diploma
68% in public pre-school 90% public k-12 These numbers are very representative of an educated E and R church.
8% single parents 41% no families (this is opposite of E and R)
78% Caucasian, 14% Hispanic, 3.9% African-American (E and R Hispanic is 0)
The demographics for our church set up a range of possibilities to get involved with low income, single-parent families, as well as the local Hispanic population. The overall opportunities are endless as we know.

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

We are known for our benevolent donations and our community outreach.

What do new people in the church say when asked what got them involved? Families often get involved because of Vacation Bible School and the Sunday School program.

5. References

REFERENCE 1

Ricardo Gonzalez / Business Owner - Mami Feliz Food Truck
(262)-893-8301 / Ricardognz274@gmail.com / Rents Kitchen

Hello this is Ricardo Gonzales,

I have been working with the E & R church since 2018 since I have been using their kitchen facility for my food business, which has been a great opportunity that was granted to me and my family.

In the time that I have been in church I have seen the leader of the youth group, Maryann. I have seen that she has a really great leadership with her youth group as she has such a great dedication towards them.

Sue is another person which I can tell has such a great heart she has been such a nice person that in some way has found different ways in having everyone feel comfortable and goes out of her way to help anyone even though I am not a full member of the church. Another thing I would love to share about Sue is her help with the salvation army meal train where she shared with me that they go and give food to the community, which I think is something great and I think it's such a great idea where the church can include so many of its members and even all the younger people that they could reach out to that would also like to help.

Another thing I have seen from church is their services and how most of them include our senior people which is great, but I would also say I would also like to

see them promote their services to all these younger people out there for them to also see and enjoy the church's services which are fantastic, which would also help the church grow. The church overall has been great towards me and my family. They have been able to communicate greatly with me and I appreciate that a lot.

If you have any other questions don't hesitate to contact me.

REFERENCE 2

Dawn Faulk/Interactive Parent

(262)-444-1918/ faulkdawn77@gmail.com / Friend of Congregation

Her daughter is in our Confirmation program.

1. Describe some areas of strength in this church's ministry.

The work that is done in the community. Members cares and concerns. Examples: Making meals for the members, The Hinks spearheading a drive to help the families who were affected by the Hurricane in Florida.

2. Describe some areas for improvement in this church's ministry.

There are parts of the fellowship that are lacking in radical hospitality.

3. Describe a significant experience you have had of this church's ministry:

I really enjoyed taking part in the VBS program this past summer. Watching the youth group doing the Sunday Service.

REFERENCE 3

Rev. Brittany Barber / Minister/ First Congregational UCC, Waukesha

314.954.4541 / fcw.pastor@gmail.com

For the last ten years, I have been the pastor of First Congregational UCC which is approximately six blocks east of the Evangelical and Reformed UCC in Waukesha, WI. We are sister churches and have supported each other in ministry for over 100 years.

The Evangelical and Reformed UCC (E & R UCC) formed after First Congregational UCC, when a later group of immigrants arrived in our area from German-speaking

homelands. So many years later, the E & R UCC is still a vibrant ministry partner in our community. Waukesha is just outside suburban Milwaukee, 17 miles west of the city center.

This congregation has a spiritually vital core. Some of the church members are very dedicated and engage eagerly in worship and mission. After their historic building burned in the early 2000's - some congregations would have given up - but the E & R UCC did not. Instead, they came together to redesign and re-build their building. This space is useful, practical and beautiful, eco-friendly and up-to-date. They have a long-time Christian Education Director, an active children's Sunday School, Confirmation program, and they have spent time and resources to make their children and adult programs accessible to all people working to include people with different abilities.

Forward thinking church members in the 1980's - 2000's took great care to provide financially for the future ministry of the congregation. Income from investments into perpetuity, greatly aids the ministry and mission of this congregation.

As the E & R UCC looks to the future, one challenge they face is balancing their love of tradition with the needs of our ever-changing world. Though they have actively engaged in conversations around inclusion in the last 10 years, this area remains a "growing edge" for much of the congregation.

Over the last 10 years I have partnered with the E & R minister to host Ash Wednesday and Holy Week services (this is a long-standing tradition between the congregations). Our churches are demographically similar, but theologically quite different. In working with them, I have found the E & R congregation to appreciate a "higher" church liturgy. While it has been difficult for them at times to evolve their practices, COVID really spurred them forward. They have responded well to producing online worship.

The E & R UCC has room to grow into the future. Their building is being used 6-7 days a week, but it still has more capacity for further mission and community engagement. As the older generations give way, I look forward to the ways that their younger leaders will move the congregation forward.

Please feel free to call me with any questions that you may have.

6A. CLOSING PRAYER:

Dear Lord,

Thank you for your patient guidance on this search process. Please be with us as we continue and bring us to the next chapter in the unending story of this congregation's book. Help us find the one who will guide us, walk with us and be with us as we continue forward. May this person be guided by the Holy Spirit to our church and know that it is the Lord who led them here. Bless us to look to the best future without forgetting all that has brought us this far. Continue to work with us and through us. Amen.

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

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

Profile Writing Team through conversations with the congregation.

2. Additional comments for interpreting the profile:

Signed:

A handwritten signature in black ink that reads "Terry L. Sasse". The signature is written in a cursive style with a horizontal line above the first few letters.

Terry L. Sasse, Council President, 03/03/2023



6b. 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
Email: rbauman@wcucc.org
Phone: 608-630-2992
Date: March 9, 2023
