

UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

Edgerton Congregational United Church of Christ
Edgerton, WI

Part-Time Pastor

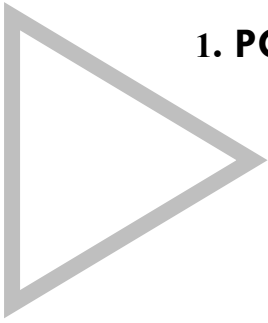
Wisconsin Conference, Southwest Association

April 25, 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: Edgerton Congregational United Church of Christ

Street address: 114 N. Henry St., Edgerton, WI 53534

Supplemental web links: <https://www.edgertonucc.org/>

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

Peanuts Group – an ecumenical fellowship that prepares and sells peanuts with money raised going towards church and community endeavors. This social time has provided a time for connectedness and friendship in the community for many decades.

Conference: Wisconsin Association

Association: Southwest Association

UCC Conference or Association Staff Contact Person:

Rev. Rachel Bauman, Associate Conference Minister

Southwest Assn & Southeast Assn.

Wisconsin Conference

United Church of Christ

rbauman@wcucc.org 608-630-2992

Descriptive Paragraph:

There is an opportunity for a minister to join the congregation in Edgerton, WI. The Edgerton Congregational United Church of Christ is just that – a small church, on a small street, in a small town. Our church exterior is understated. The square, white structure is simple with only a few shrubs in front and perennials that, depending on the season, decorate our sidewalk. The simple structure does allow our beautiful stained-glass windows and our open-air bell tower to truly stand out and shine. Another shining light, front and center, on the exterior of our church is the rainbow-colored banner that unabashedly conveys our message that we are “Open and Affirming.” When we gather for worship on a typical Sunday, the number of people gathered ranges between 15 – 45. Lately, we have enjoyed the giggles and laughter of small children as new families have begun to take interest in our church. As they step inside the church, new families might notice handmade banners and children’s pictures from past years - all reflecting a steadfast love for God’s creation and the many generations of people that have sat in the pews. Our sanctuary is set up in “the round,” meaning a semi-circle that gives

congregants the opportunity to see each member of the group that has gathered that Sunday. The coffee will be on and the treats will be out because, though the people of this congregation are not generally flashy, they believe in preparing a welcoming environment. We seem to attract people of the earth, people of hard work, people of good deeds and people who intrinsically know that God is not exclusive and God's love is for all. We are a curious people – always on the lookout for how God shows up in our joyfulness as well as our pain. We are also seekers. We want to know more about Jesus and learn more about how the old-time scripture can be applied to the complex world we inhabit today. We feel called to think constructively, connect meaningfully and act purposefully.

The opportunity we have here is for a pastor to lead us away from fear and connect us with understanding and join us in our love of one another. We are calling a minister who will notice the people in this church, who will notice the micro-ministries that quietly continue regardless of how the numbers dipped throughout the pandemic, and who will encourage and inspire members to continue with these ministries without burnout or depletion. We are offering an opportunity for a minister to partner with a church body that has a rich history of being stewards of the church and advocates of the oppressed. Our story continues! We have emerged from the pandemic to find we have an even stronger desire, a deeper pull to bring us to know God and grow in God's love!

Summary Ministry Description:

In completing a recent survey asking congregants what they seek in a minister, this individual wrote: "Someone who can take our diversities and build respect and common ground of love of fellowship and worship." (anonymous)

As a congregation we have been through a lot over the last few years. The world-wide pandemic COVID and the departure of our minister disrupted our placidness. We have found, however, that God "stirred us from placidness." We have strengthened our relationships as a congregation, we have reassessed our mission and values as a church and we have come through stronger and more centered under the direction and guidance of our interim minister. We are seeking a settled minister to join us as we emerge transformed and prepared to grow our congregation and help us make a loving impact on our community and the world.

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?

We want to continue to be an inclusive community that provides a peaceful and welcoming home base to all who enter through our doors for worship. We are a small but tight-knit group with deep roots in the local community, that values the congregational aspect of the denomination where everybody has a voice, and every member is valued and supported. We want to continue to be a place of worship for anybody searching for an inviting and open-minded community.

The part time pastor position is pivotal to the growth of the church. An ideal pastor is engaged, invested, and has the time and energy to continue to lay the groundwork necessary to sustain the growth of our congregation. Congregants who were surveyed asked for a minister that is a good communicator, relatable, a positive leader who is honest and of course, has a sense of humor! We have a small group of young families whom we hope will continue to invest their time in our church, and hope to reenergize a sense of community support among families both new and old. Many of our members appreciate a

pastor who personally checks in, who is available and has an open door for any questions/concerns/conversations.

Photographs:



What we value about living in our area (*2 – 3 sentences*):

- Edgerton is a friendly, quiet, small town that is within driving distance of multiple major cities (Madison, Milwaukee, Janesville and Chicago). There are a lot of possibilities for outdoor activities, including hiking, boating, biking and music in the parks. Our history of being a Tobacco Town is displayed during our summer Heritage Tobacco Days; our church is located on the parade route! Also, on Henry Street is our local newspaper, our annual Chili-mania festival and the beginnings of summertime evening night markets. Although a small town, we have a local hospital within 2-3 miles and 6 hospitals within 6 – 35 miles. Our school system ranks in the top tier of the state.

Current size of membership:

- We have approximately 90 members and many other “friends” that attend regularly.

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

- We welcome “gender-neutral” language when describing God.

Position Title: **Pastor/Minister**

Position Duration:

- Settled – a called position intended for longer-term ministry in which the minister moves church membership to the congregation and moves standing to related association

Compensation Level:

- ½ 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)

Edgerton Congregational United Church of Christ

Job Description—Pastor

Pay Status: Salaried—50 % Time

Prepared By: Church Council

Reports To: Church Council

Approved by: Church Council on

December 12, 2022

Summary: The Pastor serves the Edgerton Congregational United Church of Christ by providing spiritual leadership to the congregation. The Pastor will work to maintain and grow the church by actively supporting the church's mission which is: to strengthen our Christian values for all people, through faith, fellowship and youth.

Primary Duties and Responsibilities

I. Worship

- a. Plan and lead worship services
- b. Integrate church seasons into worship as appropriate
- c. Conduct special services as needed (i.e. baptism, confirmation, weddings, funerals and seasonal services)

II. Pastoral Care

- a. Make pastoral calls on members who are hospitalized, homebound, ill or otherwise require or request a pastoral visit
- b. Reach out to inactive Church members and/or provide guidance to Deacons as they reach out to inactive Church members

III. Administrative

- a. Attend Church Council meetings
- b. Facilitate communication among committee chairpersons, attending meetings as appropriate
- c. Provide guidance to Church staff
- d. Maintain consistent office hours (4-8 per week)

IV. Other

- a. Participate in fellowship activities
- b. Provide referrals, guidance and counseling to individuals and families in need
- c. Support and help identify mission activities
- d. Other duties and responsibilities as needed in collaboration with Church Council

Secondary Duties and Responsibilities

I. Attend committee meetings periodically

II. Larger community involvement

- a. Develop and maintain link to the UCC community (i.e. attend conference)

- workshops, utilize UCC educational materials, promote UCC events, etc.)
- b. Participate in Edgerton's ecumenical community, such as community services, pastoral meetings, and encourage Church members' participation and support
 - c. Promote and encourage participation in community service/mission work

Qualifications

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Theological pastoral training
- Strong oral communication skills
- Solid written communication skills
- Excellent interpersonal skills
- Strong ability to develop relationships
- Strong personal faith and able to inspire and support others on faith journey
- Good research, planning, administrative and organizational skills

Work Environment

The work environment characteristics described here are representative of those a pastor will encounter while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- The pastor is frequently exposed to peanut processing; tolerance of peanut exposure is required
- Travel in and around South Central Wisconsin, exposure to weather conditions during travel
- Periodic visits to healthcare facilities and a variety of residences to conduct pastoral calls

Core Competencies:

We are looking for a minister who will partner with us to build positive relationships within our church walls in order to create an attractive worship environment for new individuals and families. A new pastor will have strong interpersonal skills which include creating and sustaining healthy and loving boundaries with a patient understanding that the congregation has been through a great deal of instability and changes over recent years. Three core competencies that are foundational in the minister's relationship with the church can be summed up as interpersonal skills (communicates well, takes interest in us, understands healthy boundaries, relatable), leadership skills (lead us in worship, lead us to reflect on scripture, lead us to be more just) and quite simply, maintaining a genuine interest and desire to help us grow as we seek God first and strive to be stewards of the church.

1c. COMPENSATION AND SUPPORT

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

- Position is ½ time and salary ranges between 35,000 – 42,000, dependent on experience and negotiated time. Package is negotiable.

Benefits (*choose one*):

- Salary includes optional benefits

What is the expected living situation for your next minister?

- Minister to find living accommodations to suit their needs and part of the salary may be applied to housing.

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

- Minister may choose to live based on their commute and community preference. We value a sense of closeness with our community and would encourage a new minister to consider living in Edgerton or nearby surrounding areas.

State any incentives

- Vacation time is negotiable.

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

- Our church will pay for Community of Practice and has money budgeted towards other items of Pastoral discretion.

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

- We expect consistent attendance and presence regarding worship days/times. In terms of a weekly schedule, we respect scheduling needs of a part time pastor. Whatever that weekly schedule may be, we would hope to maintain consistency so that congregants can count on regular hours of pastoral availability.

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:

- We would like continue establishing a strong and centered worship experience where adults are welcome and children are excited to be at church. Edgerton Congregational is an inclusive, welcoming and affirmative place of worship within the greater UCC. We want to continue to connect to our faith through acts of service in the community and gathering together for Sunday worship and fellowship. Furthermore, to grow and evolve in our faith and interpersonal relations is of utmost importance, and cultivating a relationship with the community and local families to spread the word that God is Love is a core mission. Edgerton UCC truly exemplifies “All Are Welcome” and hopes to be a place of worship for anybody searching for an inviting and open-minded community. It is our hope that activities for fellowship and fun will be created for all ages and that young families will find a faith home in our church.

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

- Our vision entails a minister who will inspire us to want to be in church! This will help us share the excitement to people outside of our church. We are also looking for someone who will notice and support the congregants who are already building up God’s vision for a more kind and just world. We have many quiet leaders in our church who have been impacting the community for years. Strengthening the connection between this work and God’s calling could be an amazing “assist” provided by a new minister.

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 language requirement includes the ability to be present and articulate a sense of both wonder and comfort while leading worship. We would enjoy a minister who is confident in their public speaking skills. Active listening skills are imperative to foster authentic personal relationships. We welcome gender neutral language and would welcome an individual with multi-lingual/multi-cultural background.

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.

- **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. Praying actively and nurturing spiritual practices.
Being called to ordained ministry by God and the Church.
Continuing discernment of one’s call in community.

Understanding the power of the Holy Spirit at work through the elements of Christian worship to nurture faith.

Exhibiting a commitment to lifelong spiritual development and faithful personal stewardship.

- **BUILDING TRANSFORMATIONAL LEADERSHIP SKILLS**

Empowering the Church to be faithful to God's call, reflective of Christ's mission, and open to the surprises of the Holy Spirit.

Strategically creating the future of God's Church.

Witnessing in the public square to God's redeeming power.

Performing necessary and appropriate administrative tasks.

Working collaboratively with intercultural awareness and sensitivity.

Encouraging leadership development of self and others through continuing education and lifelong learning.

- **CARING FOR ALL CREATION**

Nurturing care and compassion for God's creation.

Maintaining a basic understanding of mental health and wellness.

Practicing self-care and life balance.

Providing hope and healing to a hurting world.

Attending to one's own spiritual and pastoral care, including engagement in supervision as appropriate.

Stewarding the resources of the Church.

- **WORKING TOGETHER FOR JUSTICE AND MERCY**

Drawing on the ministry of Jesus Christ to confront injustice and oppression.

Practicing the radical hospitality of God.

Identifying and working to overcome explicit and implicit bias in the life of the Church.

Understanding community context and navigating change with a community.

Engaging in mission and outreach.

Building relationships of mutual trust and interdependence.



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)

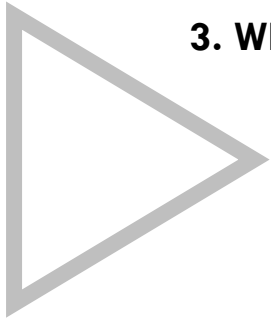
Who is God calling you to become as a congregation?

- It could be that God is calling us to be.... exactly who we already are? We are a church that promotes inclusiveness and civil discussion, regardless of differences. We are a church who welcomes all. God is calling us to extend these values to more people. Now is the time when cultivating relationships and love and service to God is more important than ever. God wants us to share our message and spread the word that God is Love. God is calling us to be more vocal about our church in all that we have to offer families.

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? Strategic planning?

- With some trepidation, our church engaged in a Conflict Transformation effort. Though keeping healthy boundaries and utilizing honest communication skills seems natural for some individuals, we were reminded of how difficult that this can be and realized that some church members were retaining hurt feelings related to recent conflicts. We learned that improving communication and sustaining healthy communication is critical to the health of our church and the relationship between congregants and the minister. Moving forward, it is important that we maintain a proactive pastoral/employee relations committee.
- More recently we have welcomed a new member who has ideas and enthusiasm regarding programming. We chose to applaud this and support these efforts and the results have included an increase in children's attendance and several people participating in book studies. We are noticing emerging opportunities with new church members and friends!
- We have utilized long range planning and strategic planning in the past to help strengthen our UCC ties, augment programming, achieve Open & Affirming status and search/acquire new clergy.



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.

- We unite in the belief that God is LOVE. Our focus remains on how to love God and love others more (vs. a focus on sins). We connect to our faith through acts of service in the community and gathering together for Sunday worship and fellowship. The idea that “God is still speaking” fits our faith and reflects the hope that we long for in terms of loving acts, kind deeds and above all...the presence of the Holy Spirit.

Describe several strengths or positive qualities of your congregation.

- Our congregation is friendly, open and accepting. We believe in love above all else and that religion does not need to be fear or guilt based. Trademarks of being a UCC can be observed in how congregants interact with each other amidst a variety of backgrounds. We truly respect others and where they are on life’s journey. We encourage each other to think freely for themselves and interpret readings in a fashion that is true to their personal faith beliefs. Finally, we may be small, but we rally together to lighten the burden when a member/friend is in need.

Describe what worship is like when your congregation gathers.

- Our one-hour worship takes place in our sanctuary, in the round. Services are focused on love, peace, inclusiveness and promoting an awareness of the world around us. Our readings often (and not always) follow the lectionary and the music typically ties into this as well. We enjoy a combination of traditional music with an openness to new music, special music and guest musicians. Good preaching is not based in “fire and brimstone”. Good preaching is thought provoking and invites us to look at scripture with a wider lens in order to apply the lesson to our own lives. Good preaching encourages self-awareness and insight, as well as a nudge towards God.
- Our baptisms are family focused and, in the past, congregants have enjoyed when the children have an active role in blessing the water. The congregation responds vocally (in unity) to welcome and accept the child/adult into the church family.

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

- A recent book study created a warm and inviting space for members and friends (including friends from other churches) to discuss themes and ideas from a book selected by a lay leader. The interim minister joined us. We shared ideas, personal experiences and there was good laughter! One vision we have is to increase this type of programming to foster fellowship and friendship.
- Our children's programming has always been the priority for faith development/Christian Education. Lay leaders step up and utilize curriculum (Fruits of the Spirit) or create a home-made curriculum to ensure that our children stay engaged, feel safe and have fun. Our vision is to keep our children's programming supported and sustained in order to continue to grow more opportunities for our young people. It is essential to us that our children/youth experience acceptance and a feeling of safety/security in order to learn that God is love and that God will be with them always. We want them to know that they will forever be welcomed and accepted in our church.

Describe how your congregation is organized for ministry and mission.

- Our church follows an organizational structure of leadership. The Church Council, and the committees that are formed from that can be relied on to have thoughtful discussion and make decisions with the best interest of the church body always at the forefront. Committees/teams are formed simply by asking individuals in the church to assist in leading the church. Our core leadership structure continues to be solid. The pandemic and ideas from congregants have helped our leadership begin to identify some variations in how the work of the church is accomplished. An example of this is realizing that the tasks of the Deacons currently do not require regular meetings. Removing a monthly meeting (or moving to a brief zoom meeting) can make a difference to team members (especially on a January winter night!). A new minister can partner with us to inspire creative ways to find new leaders and people who will enthusiastically move into leadership tasks and team.

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

- Though bound to our church constitution and structural organization, it is important to note that our church has made some common-sense adaptations in terms of committee work. We are small and often our active individuals take on multiple roles and many tasks. Recently the Trustees and Diaconate teams have modified meeting times to make better of use of time and look for the most efficient ways to accomplish tasks (i.e. Three hours in monthly meetings reduced to 1 -2 hours for many people).

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

- Church leaders are instrumental in situations that are time sensitive. When the boiler was not working, our leaders quickly identified the problem and made sure the repairs were made. As the church windows needed replacements, church leaders came together to identify solutions,

consider sensible cost structures and the job got done. When there has been interpersonal distress, our moderator intervenes with a gentle phone call, often to bring people together to resolve the issue.

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:	75	
Number of active non-members:	30	X
Total of church participants (sum of the numbers above):	95	(does not include children

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	60	X
Less than 10, more than 5 years:	5	X
Less than 5 years:	10	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>
19	5	11	12	18	10	11	19	12	X

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:	20%	X
Single adults age 35-65:	8%	X
Joint households with no minors:	17%	X
Single adults over 65:	12%	X

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	30%	X
College:	35%	X
Graduate School:	25%	X
Specialty Training:	10%	X
Other (please specify):	NA/unsure	

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	55%	X
Adults who are retired:	30%	X
Adults who are not fully employed:		

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

- Occupations range from technical trade to profession level.

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?

- Diversity in our church includes individuals from numerous backgrounds, with varied family composition, differing educational levels, a range of occupational endeavors and differences regarding sexual orientation and gender identity. In terms of ethnic/cultural makeup, our congregants are approximately 90% white/European ancestry and approximately 10% non-white/multiracial.

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

- On 10/11/2013, our church achieved the milestone of becoming an Open and Affirming congregation.

3d. PARTICIPATION AND STAFFING

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

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? <i>(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</i>
Adult Groups or Classes	8-12	Pastor and lay leaders
Baptisms <i>(number last year)</i>	4	Family, pastor and organist
Children’s Groups or Classes	15	Lay leaders with consultation provided by pastor/Christian Education.
Christmas Eve and Easter Worship	45-50	Pastor and Organist/Choir Director

Church-wide Meals	25-30	Council
Choirs and Music Groups	10	Organist and Choir Director
Church-based Bible Study	NA	
Communion (<i>served how often?</i>)	25-30	Served monthly/planned by diaconate
Community Meals	NA	Not currently
Confirmation (<i>number confirmed last year</i>)	0	
Drama or Dance Program	NA	
Funerals (<i>number last year</i>)	1	Pastor and family
Intergenerational Groups	NA	
Outdoor Worship		Some outdoor worship during pandemic
Prayer or Meditation Groups	NA	
Public Advocacy Work	10-15	Individual members
Retreats	NA	
Theology or Bible Programs in the Community	NA	
Weddings (<i>number last year</i>)	0	
Worship (time slot: <u>10:30am</u>)	25-45	Pastor and organist
Summer Worship (time slot: <u>9:30am</u>)	NA	
Young Adult Groups or Classes	NA	Pastor and/or Christian Education
Youth Groups or Classes	NA	
Other		

Additional comments: NA

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)
		1		Y

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:

- The retired minister has filled in on occasion (1- 2xs year).

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
Admin Assistant		Part time	Trustees	4 years
Organist		Part time	Trustees	2 years
Custodian		Part time	Trustees	2 years
Interim Minister		Part time	Council	1.5 years

REFLECTION

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

- We are at a time of re-energizing with a significant population of children and young families attending worship and expressing interest in our church.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$ 56,000
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$
Fundraising Events	\$ 8,100
Gifts Designated for a Specific Purpose	\$ 10,000
Grants	\$
Rentals of Church Building	\$
Rentals of Church Parsonage	\$
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$
Transfers from Special Accounts	\$ 5,000
Other (specify):	\$
Other (specify):	\$
TOTAL	\$ 79,000

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

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.

See Appendix A Profit and Loss Budget performance

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

- Total budgeted expenses = \$86,000
- Total budgeted ministerial support = \$44,862 (52% of budgeted expenses)

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%*)

- Based on pledged or designated contributions

What is the church's current indebtedness? = 0

Total amount of loan debt:

Reason for debt:

Are capital and other payments current?

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.

- NA

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

Year(s)	Purpose	Goal	Result	Impact
		\$	\$	
		\$	\$	

If a capital campaign is underway or anticipated, describe: NA

Year(s)	Purpose	Goal	Result	Impact
		\$	\$	

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

- Provide accessibility to promote inclusive environment. Provide heat.

Does your church have an endowment? Yes

What is the market value of the assets?

- \$45,000

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

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

- Same (5%)

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

- Less than 5%

Please comment on the above calculations or estimates:

- Donations and expenses vary from year to year. Efforts are made to meet expenses without drawing from endowment.

Other Assets

Reserves (savings): \$50,000 Capital Fund

Investments (other than endowment): \$5,000 (Memorial)

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: **The church building**

Describe non-owned buildings or space used or rented by the church: **None/NA**

Which spaces are accessible to wheelchairs?

- We continue to make spaces accessible in our church. With the exception of the pulpit area, our church is accessible to wheelchairs.

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

- Our church has been fortunate that the financial stewards of our church are transparent, dedicated and loyal to keeping our church afloat amidst times of declining membership.

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.

- Becoming Open & Affirming

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

- Our building improvements in the past few years included a new roof, a fully accessible bathroom and a new boiler system and a complete revitalization of our historic organ as well. We have worked hard as a congregation to raise the money for each project.

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.

- When conflict occurs in the church, the Moderator is the lead person to help resolve the issue. We have an unofficial pastoral relations committee that is made up of 3 or more people chosen by the minister.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Lori Powell	3	yes

Lora Whitten	10	yes
George Calhoun	3	no
Dorothy Palmer	5	yes
Dean Jordan	5	unsure
Jean Boese-Rosenstein	4	yes
Bill Klossner	3	yes

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

- It is beneficial to address issues with appropriate people when conflict occurred.

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

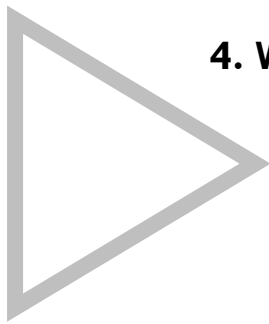
- No

Has your church been involved in a Situational Support Consultation?

- Yes
Association Minister assisted us in resolving some issues with most recently settled pastor.

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 outward in service and advocacy?

- Our church recently learned about and donated money towards Kenya-based school initiative JAMS (Jane Adeny Memorial School) was founded in 2013 to address the disparity of young women compared to their male peers not obtaining their high school certificates or continuing to university.
- We continue to partner with the local Meals on Wheels as well as the UCC One Great Hour of Sharing and Our Church’s Wider Mission. Though not affiliated with our church, key members of the local Sleep in Heavenly Peace Chapter – which builds and provides beds to local children – are members of our church. Service projects in the past have included SOCKtober collecting socks for the community, Heifer International, providing free hot meals to hungry community members and several years back, Habitat for Humanity.

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

- Members have attended meetings in the past. We financially support our Pastor’s involvement in association or conference activities.

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.

- | | |
|--|--|
| <input type="checkbox"/> Accessible to All (A2A) | <input type="checkbox"/> Just Peace |
| <input type="checkbox"/> Creation Justice | <input type="checkbox"/> Global Mission Church |
| <input type="checkbox"/> Economic Justice | <input checked="" type="checkbox"/> Open and Affirming (ONA) |
| <input type="checkbox"/> Faithful and Welcoming | <input type="checkbox"/> WISE Congregation for Mental Health |
| <input checked="" type="checkbox"/> God Is Still Speaking (GISS) | <input type="checkbox"/> Other UCC designations: |
| <input type="checkbox"/> Border and Immigrant Justice | <input type="checkbox"/> Designations from other denominations |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I’M) | <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?

- Our church would be excited to have discussion on these possible endeavors.

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

- In the past few years our church has created and hosted a "Blue Christmas" Service for all community members. Good Friday services are often ecumenical, hosted by rotating churches. Often, we find ourselves collaborating with the local Methodist church. Our church is a founding member of Edgerton Outreach which provides services to community members facing economical hardship. We offer continued support to the efforts of Outreach such as our office staff currently coordinating a bake sale to raise funds for the summer meals program.

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

- We utilize many statements to reflect our beliefs (All are welcome, no matter who you are on life's journey, etc.). However, our mission statement is this:

To strengthen our Christian values and lives, for all people through faith, fellowship and youth.

- Our mission statement suggests significant time spent in fellowship and with youth and currently, only a small group of people appear to be tending the flock (of youth). This suggests more reflection and action steps (similar to the reflections based on the area of demographics).

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?

- These hours are included in the position and are flexible based on need.

4b. MISSION InSite

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

- What was noticed is that 6.8% of the population are ages 10-14. This is an age group that our church could engage with more especially given recent data that suggests the vulnerability of pre-teen and early teen emotional health.
- Another observation includes that the population is primarily white (90.5%) with Hispanic being the next highest at (4.7%). We have several families that are mixed race, including three people serving on this Search and Call Team. Recently a young mother of a mixed-race family commented that she was happy to see other children in the church that look like hers.

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

- Our internal demographics suggest that it would behoove us to continue our recent focus on young families. Though our church and our community are aging considerably, the local demographics suggest that the amount of youth residing in this area is on target with the national trend. It is imperative that we continue to reach out and bring nearby families into our fellowship. Our racial demographic suggests that we could indeed be a church that local families of mixed ethnicity may be drawn to.

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

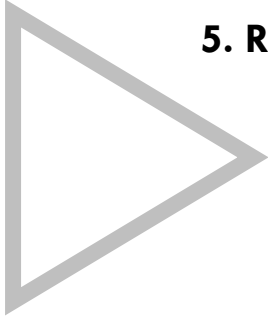
- Our church is growing older and it is essential that we begin to pay attention to other changing demographics in terms of shaping our ministry. Creating some programming for ages 10 – 14 (noted above) through service projects and/or a safe space for discussions on current issues without judgement might engage youth.

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

- As referenced in a letter of recommendation, our church is known not just for our peanuts! We are known as an inclusive and open-minded group of people who are not afraid to showcase our beliefs (refers to our flag in front of our church).

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

- Some people are looking specifically for a UCC in this area. Others are looking for a friendly, inclusiveness church that encourages discernment and independent thinking related to one's faith journey.



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.

Please refer to Appendices B, C and D

REFERENCE 1

Joan Fox
Edgerton community member/business owner
Participates in EUCC-hosted Peanuts Group
Joanfox@charter.net
1-608-751-7336

REFERENCE 2

Diane Everson
Edgerton Reporter, Publisher
Friend and neighbor of church
publisher@edgertonreporter.com
1-608-884-3367

REFERENCE 3

Barb Gausman
Retired teacher/community member
Friend and ecumenical partner (Methodist church)
Gausman4@charter.net
608-449-4915

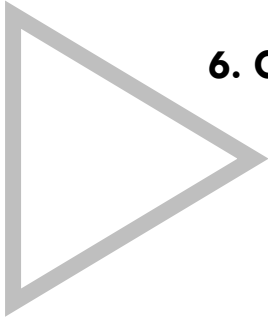
PROMPTS FOR REFERENCES

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:

Closing prayer written by Search and Call Committee members:

May the spirit continue to stir us from placidness and gently lead us toward a new Shepard to lead us, challenge us and guide us in our Search and Call process. Help us to utilize our resources and be true to our endeavor; to partner with a leader who believes in our vision to strengthen our Christian values by offering our community a loving and accepting place where indeed, all are welcome to serve God. 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 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?

- Search and Call Team: Mary Lou Behring, Todd Campbell, Krista Kim, Cheryl Mitchell, Jill Sanderson and Cal Wiersma
- Moderator (Connie Wiersma) and member of council (Tracy Tronnes)
- Office Staff member: Kathleen Matson

2. Additional comments for interpreting the profile: NA

Signed: KR Kim

Name: Krista R. Kim, Search & Call Chairperson, 4/30/2023

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:

May 11, 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

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



Church#: 860670

Assoc: 836 **Schedule:** 0 Congregational UCC Edgerton WI 53534

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	110	85	30	0	0	16	3	8	5
2013	106	55	14	0	0	0	6	0	-6
2014	95	50	39	4	8	0	1	0	11
2015	95	60	21	0	0	1	1	0	0
2016	97	50	14	6	0	0	0	2	4
2017	91	42	19	0	0	3	3	6	-6
2018	90	42	19	2	0	5	8	0	-1
2019	90	42	19	0	0	0	0	0	0
2020	85	27	11	0	0	0	2	3	-5
2021	85	27	11	0	0	0	0	0	0
2022	85	27	11	0	0	0	0	0	0

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	\$75,288	\$0	\$2,408	\$1,625	\$4,033	\$500	\$4,533	3.20	\$79,821	\$68,399
2013	\$82,480	\$0	\$1,570	\$189	\$1,759	\$400	\$2,159	1.90	\$84,639	\$68,307
2014	\$89,460	\$0	\$1,444	\$4,602	\$6,046	\$0	\$6,046	1.61	\$95,506	\$67,825
2015	\$84,403	\$0	\$1,850	\$1,978	\$3,828	\$0	\$3,828	2.19	\$88,231	\$59,360
2016	\$83,429	\$0	\$1,385	\$528	\$1,913	\$100	\$2,013	1.66	\$85,442	\$58,584
2017	\$83,429	\$0	\$1,392	\$239	\$1,631	\$200	\$1,831	1.67	\$85,260	\$56,000
2018	\$83,429	\$0	\$1,300	\$200	\$1,500	\$200	\$1,700	1.56	\$85,129	\$53,933
2019	\$83,429	\$0	\$1,112	\$353	\$1,465	\$0	\$1,465	1.33	\$84,894	\$0
2020	\$83,429	\$10,700	\$1,432	\$60	\$1,492	\$0	\$1,492	1.72	\$84,921	\$55,000
2021	\$83,429	\$0	\$830	\$397	\$1,227	\$0	\$1,227	0.99	\$84,656	\$0
2022	\$83,429	\$0	\$765	\$250	\$1,015	\$0	\$1,015	0.92	\$84,444	\$0

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2017-2022	-6.59	-35.71	-42.11	-100.00	-100.00	0.00	-37.77	-0.96
2012-2022	-22.73	-68.24	-63.33	-100.00	-100.00	10.81	-74.83	5.79

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.

The Congregational Church of Edgerton
Profit & Loss Budget Performance
 March 2023

	Mar 23	Jan - Mar 23	Annual Budget
Ordinary Income/Expense			
Income			
Benevolence Offerings			
NIN/OGHS/Outrch/Heifer	510.00	510.00	100.00
OCWM	65.00	195.00	780.00
Total Benevolence Offerings	575.00	705.00	880.00
Building Use	0.00	0.00	100.00
Fellowship	0.00	5,970.78	5,000.00
Fundraising	0.00	0.00	300.00
Investment Income	0.00	0.00	1,000.00
Miscellaneous	0.00	50.00	
Pass-through Income Items	98.00	98.00	100.00
Plate Offerings	190.00	8,675.00	5,000.00
Pledges	3,635.00	9,269.64	43,130.00
Spec Offering-Easter/Christmas	0.00	0.00	50.00
Sunday School Offering	0.00	0.00	40.00
Unrealized Gain / Loss	566.68	566.68	1,500.00
Total Income	5,064.68	25,335.10	57,100.00
Gross Profit	5,064.68	25,335.10	57,100.00
Expense			
1 Benevolence Expense			
NIN/OGHS/Outrch/Heifer	0.00	0.00	100.00
OCWM	0.00	0.00	780.00
Total 1 Benevolence Expense	0.00	0.00	880.00
Advertising and Promotion	0.00	0.00	200.00
Bookkeeper	0.00	0.00	1,236.00
Choir Director	0.00	0.00	405.00
Christian Ed	0.00	0.00	250.00
Custodian	0.00	0.00	1,727.00
Floral	0.00	0.00	30.00
Fundraising Expense	0.00	0.00	100.00
General Supplies	207.77	1,115.21	2,500.00
Hospitality Expense	0.00	0.00	25.00
Improvements & New Equipment	40.00	40.00	
Maintenance and Repair	669.25	1,536.49	2,500.00
Minister Compensation Package			
Housing	833.33	2,499.99	
Salary	2,613.50	7,840.50	
Minister Compensation Package - Other	0.00	0.00	41,362.00
Total Minister Compensation Package	3,446.83	10,340.49	41,362.00

The Congregational Church of Edgerton
Profit & Loss Budget Performance
March 2023

	<u>Mar 23</u>	<u>Jan - Mar 23</u>	<u>Annual Budget</u>
Minister Continuing Education	0.00	0.00	1,000.00
Minister Mileage Reimbursement	0.00	0.00	1,500.00
Minister Professional Expenses	0.00	0.00	1,000.00
Miscellaneous Expense	0.00	0.00	50.00
Music/Service/Spec Music Supp.	150.00	150.00	200.00
Nursery Attendant	0.00	125.00	1,005.00
Office Administrator	437.53	1,280.76	9,928.00
Organ/Piano Repair	0.00	185.00	350.00
Organist/Piano	370.80	1,109.70	5,099.00
Pass-through Expense Items	0.00	303.88	100.00
Payroll Expenses - W/H taxes	61.84	175.99	800.00
Property / Liability / WC Ins	0.00	2,186.25	5,000.00
Pulpit Expense			
Substitute Minister	0.00	0.00	600.00
Total Pulpit Expense	0.00	0.00	600.00
S.W. Wisc. Association Dues	0.00	510.00	550.00
Travel & Conference Exp.	0.00	0.00	100.00
Utilities			
Electricity	147.07	526.26	1,500.00
Fuel	524.66	1,983.38	2,600.00
Telephone & Internet	154.97	454.91	1,600.00
Trash Removal	116.93	319.57	1,000.00
Water / Sewer	0.00	171.87	750.00
Total Utilities	943.63	3,455.99	7,450.00
Total Expense	6,327.65	22,514.76	85,947.00
Net Ordinary Income	-1,262.97	2,820.34	-28,847.00
Net Income	-1,262.97	2,820.34	-28,847.00

April 15, 2023

To Whom It May Concern:

My name is Joan Fox. I was born and raised in Edgerton, Wisconsin, as was my husband, Roger Fox. We were married at St. Joseph Catholic Church in Edgerton in 1960. We have six children whom we raised in Edgerton and five of those six have raised their own families in Edgerton. The sixth lives in Janesville, 10 miles away.

My husband Roger Fox started his own business, installing underground utilities, in 1966. I have been the Secretary-Treasurer of R. T. Fox Contractors, Inc. for 57 years. Roger passed away in 2005.

Edgerton is a small town, population of around 5,800, in South Central Wisconsin. It is located 30 miles from our capital city, Madison, 10 miles from Janesville, 1 ½ hours from Milwaukee and 2 hours from Chicago.

My landline telephone which is both a company and personal phone is 608-884-8734. My cell phone number is 608-751-7336. My email is Joanfox@charter.net. I have no relationship to the Congregational Church of Christ. The only exception would be as a helper with the church peanuts.

I believe an area of strength in the Edgerton Congregational Church is their faith community. I have been to confirmations, weddings, funerals and the famous church peanuts project over many years. The faith community has always been strong and supportive.

No matter what religion, congregations lost many of their parishioners during Covid. Many never returned. This is an area for improvement in every church now. It has become more difficult because of the shortage of ministers and priests.

My greatest experience in the Congregational Church of Christ is the wonderful gathering of people of all faiths in continuing the tradition of church peanuts, as we call them. In 1919, the women of the Congregational Church started the

process of deep fried and salted peanuts and never missed a year until Covid. The peanuts are so special, many requests are made from all over the US through the workers and church members because they have been received as gifts and want their names added to The List. This is a weekly get together on Wednesdays from September to January every year with men and women of all ages. It is a joy to see the fun and to hear the stories that all of these old and new friends share with each other. It is an ecumenical celebration of small town life.

Edgerton has the small town flavor with a hospital, excellent schools, (in which our Edgerton Performing Arts Center is outstanding), new sports complexes, a progressive city government, a safe environment and a wonderful faith community with 8 churches. It is a remarkable community to work, raise a family, to retire, to enjoy life and to preach the word of God.

A handwritten signature in blue ink that reads "Joan A. Fox". The signature is written in a cursive style with a large, looped initial "J".

Joan Fox

PO Box 331

Edgerton, WI 53534

THE EDGERTON REPORTER

21 North Henry Street, Edgerton, WI 53534 • (608) 884-3367

———— PUBLISHING - PRINTING - SPECIAL EDITIONS ————

April 17, 2023

To Whom it may concern,

It is my pleasure to provide an enthusiastic reference for Edgerton's Congregational United Church of Christ. My name is Diane Everson and our family publishes the community's weekly newspaper, The Edgerton Reporter. We are in our 72nd year of publishing the paper and are located across the street and a block away from the church. I have three items to share regarding the church and its congregation.

1. The church is very involved in our community. The church members are active participants in Edgerton Chamber of Commerce Events such as offering free art space during our night market. The church sponsors food and refreshment stands during our Tobacco Heritage Days. Book discussion groups have been organized and the church encourages the members of the public to attend. Participation is not limited to church membership and I know there are many attendees that are members of other churches in town.

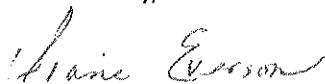
2. Volunteerism is a central tenet of the church members. For 100 years, the church (as a fundraiser) has created delicious packages of salted peanuts. In fact, we will be writing a feature story on the centennial anniversary. This annual project requires a tremendous amount of work and number of volunteers to shuck, dry, bake, salt and package the peanuts. There may be other steps because the recipe and how-to has been a church secret. These peanut packages are so popular, each batch sells out quickly.

It is important to note, their volunteerisms goes way beyond the church. For example, Julie Norland is the president of "Sleep in Heavenly Peace" local chapter. This organization builds children's beds for those who do not have them. Other members are visible delivering meals on wheels, donating time to the Edgerton Outreach and Food Pantry as well as many other Edgerton area charities. While volunteerism is present in church communities, it is ecstatically noticeable with the Congregational United Church of Christ members.

3. And lastly; however, very importantly, the church is open, affirming and welcoming to all. Their message to this effect is proudly displayed in signage on the outside of their building. In addition, they encourage thoughtful discussion of ideas, scripture and current events. They more than any other church in town, actively promote inclusion for all.

If you are looking for a church and congregation that is independent, inclusive, discerning, compassionate and open to all – then the Congregational United Church of Christ is not only a great choice – it is the perfect choice.

Most Sincerely,



Diane Everson
Publisher

Barb Gausman
311 Randolph Street
Edgerton, WI 53534

May 1, 2023

To whom it may concern:

This letter is written in support of the work and ministry of the Edgerton United Church of Christ. Although I am an active member of the Edgerton United Methodist Church, I have also been involved with the ministry of the UCC Church, most recently as a member of their Lenten study on the book, *29 Gifts: How a Month of Giving Can Change a Life*, by Cami Walker. During this book study, I felt welcomed and inspired by the conversations. The study was led by a member of the congregation, although the pastor participated, which demonstrated spiritual leadership beyond clergy members. In addition, my husband and I participated in the outdoor candlelight vigil for violence in the United States. What a perfect location the church has on Henry Street, near the community market and to use that location to raise awareness of violence.

Other observations of the UCC church as a long time Edgerton resident, are that the church is progressive in addressing social issues, open and affirming of the LGBT+ community, and active in supporting the members of the community who are in need. When I have attended the worship service and from viewing online worship services, I have noticed that the pastor has not been shy to call out social concerns (for example, gun violence) and to call in members to take action. Through information on the website and the church's rainbow banner, the church clearly communicates its open and affirming position of the LGBT+ community. I personally know members that are involved in leading and facilitating the Edgerton Sleep in Heavenly Peace organization. I am not certain if there is a direct connection, but there are certainly many EUCC members involved in making sure that no child in Edgerton or the area sleeps on the floor.

Regarding communication, Edgerton United Church of Christ has a well developed, relevant and current website. The Minister's Minutes and the shortened, online version of the service, is posted during the week. Perhaps, using Facebook Live to include the actual service would be appealing to members who are unable to attend due to illness, etc. Their Facebook page is also current and shows the active life of the church - including pictures of children and families.

Another appreciation I have for this church is the willingness of the pastor to seek ecumenical worship opportunities, specifically with the Edgerton United Methodist Church. However, in attending these events, few members from either congregation attended. Not sure of the solution to increase attendance, but I am sure both pastors were disappointed that more did not hear the important messages of Holy Week.

Regarding areas of improvement - I am not sure what to say. On my last visit to church, I was greeted warmly by members, enjoyed the sound of children participating in the back of the church and in children's time, and appreciated the hymns and music (they have some great musicians and singers!). The message and prayers impacted me spiritually. It was great to see so many young families in church. Many churches would love to see greater attendance, including my own, but there are so many distractions for families - sports, recreation, time stressors - it is difficult for churches to "compete" for their time.

My hope is that this letter expresses my appreciation for this church in our community. If not, I am willing to be contacted for more information. My email is gausmanbarb79@gmail.com and my cell phone number is 608-449-4915.

Sincerely,

Barb Gausman