

# LOCAL CHURCH PROFILE

## UNITED CHURCH OF CHRIST-CONGREGATIONAL DELAVAN, WISCONSIN

### SOLO PASTOR – Settled, Full Time

Wisconsin Conference  
Southeast Association

November 22, 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)*

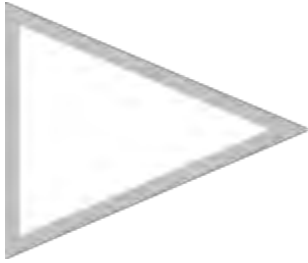
2023

**UNITED CHURCH  
OF CHRIST**





# POSITION POSTING



- LISTING INFORMATION
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## LISTING INFORMATION

Church Name:	<b>UNITED CHURCH OF CHRIST-CONGREGATIONAL</b>
Street Address:	<b>123 East Washington Street, Delavan, WI 53115</b>
Website:	<a href="http://www.delavanucc.org">www.delavanucc.org</a>
Conference:	<b>Wisconsin Conference</b>
Association:	<b>Southeast Association</b>
Conference Contact:	<b>Rev. Rachel Bauman, Associate Conference Minister</b> <b>608.630.2992 <a href="mailto:rbauman@wcucc.org">rbauman@wcucc.org</a></b>

<b>Summary of Ministry Description:</b>	We are a congregation in the midst of change. We realize that ministering to one another, and to the community that surrounds us, is essential to our sustainability and we must adapt to meet today’s needs. Along with our mission-oriented focus we have deep roots in a strong and vibrant musical program. We understand that our progressive church is mission-oriented and that this outreach encourages active participation. We need a minister who will help us celebrate our faith and encourage our community outreach.
<b>What do you need to get there?</b>	Our church’s challenge is to figure out a way to turn our effective outreach to the community into a more active and growing church population. One possible mechanism that we have not leveraged to its full potential is our Open and Affirming mission. The Delavan UCC should allow others in Walworth County to see the unlimited possibilities we provide as a church family.
<b>Who are you seeking to join you on this part of your church’s faith journey?</b>	We are looking for a minister who will be an active participant in our mission-oriented church and who will engage our members honestly, creatively, and assertively in finding new, yet practical, approaches to fulfill our vision. We hope our minister understands the importance of music to our church and is willing to lead a worship service as a theologically sound, well-educated, and articulate worship leader.

<b>Photographs:</b>	See Appendix I.
<b>What we value about living in our area:</b>	We value the diversity of our town and the natural beauty that surrounds us in the form of green space, including Phoenix Park across the street from the church which provides concerts all summer long and is attended by thousands. We also value that in times of need, our community helps each other as much as possible with the means provided to us. We value living in the Delavan area because it is a small community where we can make a difference. There is a small-town feel and lovely natural resources and recreational opportunities at lakes, parks, and ski hills. We are close to Madison and Milwaukee, and not much farther from Chicago, for access to additional cultural, educational and medical facilities.
<b>Current size of membership:</b>	120 active members and participants
<b>Languages used in ministry:</b>	English and American Sign Language (ASL)
<b>Position Title:</b>	<b>SOLO PASTOR</b>
<b>Position Duration:</b>	<b>Settled</b> – a called position intended for longer-term ministry in which the minister moves church membership to the congregation and moves standing to related association.
<b>Compensation Level:</b>	<b>Full Time</b>
<b>Does the total support package meet conference compensation guidelines?</b>	<b>Yes, we intend to follow conference guidelines.</b>

## SCOPE OF WORK

### Core Competencies:

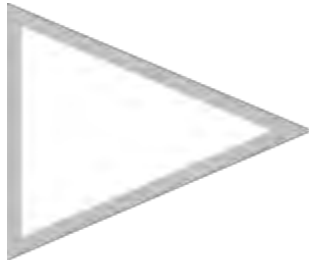
- **Strong Orator-** Our Congregation prefers a traditional worship led by a Pastor who provides a strong, thought-provoking message that challenges our status quo in the community/society and expands our progressive theology while rooted in the lessons of the Bible. We should not fear a progressive stance and reflect on where our society stands based on truthful data.
- **Pastoral Care/Relationship Building-** for an elderly generation, who craves a strong pastoral connection as they age. Caring, compassionate and sensitive. Comfortable visiting shut-ins and willing to build relationships with individuals no longer able to attend worship as they once did.
- **Commitment to leading us to live out our mission statement-** In a church that is wedded to tradition and struggles to embrace change and modernize, we seek a pastor who can help us connect our traditional worship to our embraced modern theology and share it in the community as we grow spiritually.
- **Partner with our congregation** to support the mission projects of our Community Meal, Memory Café, and Prayer Warriors. The pastor serves as a resource, but does not lead the meetings. He/She attends Church Council meetings but most others are optional unless there's direct involvement. Th pastor may need provide leadership training where appropriate.

## COMPENSATION AND SUPPORT

<p><b>Salary Basis:</b></p>	<p>The salary and benefit range offered is per Wisconsin Conference guidelines, which will include salary, housing allowance, health insurance, and pension.</p> <p>The final compensation package will be determined by the applicant's experience, education, and other qualifications.</p>
<p><b>Benefits:</b></p>	<p>Salary plus benefits</p>
<p><b>What is the expected living situation for your next minister?</b></p>	<p>Our church provides a housing allowance.</p>
<p><b>Residential/commuting expectations.</b></p>	<p>The church's preference is for the new minister to live nearby with a housing allowance; however, if the new minister must commute, his or her needs will be considered.</p>
<p><b>State any incentives (e.g. school debt reduction or retention bonus after a certain number of years in position):</b></p>	<ul style="list-style-type: none"> <li>○ We are open to discussing incentives as part of the overall compensation package with the selected candidate.</li> <li>○ The Wisconsin Conference has a Seminary Loan Repayment Program and offers Clergy Continuing Education Grants. All Wisconsin Conference clergy are offered an opportunity to participate in a Community of Practice (Peer Groups) and attend the Annual Clergy Retreat at one of our beautiful camps (<a href="https://ucci.org/">https://ucci.org/</a>). In addition, our Conference offers clergy coaching and regional ministerial gatherings.</li> </ul>
<p><b>Describe peer and professional supports available for ministers in your association/conference:</b></p>	<p>The new minister will have "Communities of Practice" available and there are annual fees and a budget for continuing education.</p>
<p><b>If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment:</b></p>	<p>N/A – This is a full-time position.</p>

## WHO IS GOD CALLING TO MINISTER WITH US?

<p><b>Describe the ministry goals you envision your next minister co-collaborating with the congregation to achieve.</b></p>	<p>“We envision the next minister partnering with our congregation to fully live out our Open and Affirming mission in a way that does not alienate the church’s older members yet makes the community aware of our church’s unique mission to be fully mission-oriented within the community.”</p> <p>Other areas to note:</p> <ul style="list-style-type: none"> <li>● Teach us how to more effectively evangelize and share our ministries more effectively in the community.</li> <li>● Strengthen current ministry and worship.</li> <li>● Maintain and strengthen pastoral care among our congregation.</li> <li>● Encourage ministries that are reliant on lay leadership.</li> </ul>
<p><b>Describe how your vision of the minister you are now seeking will assist the congregation in making an impact beyond its walls.</b></p>	<p>Our new minister is encouraged to maintain a visible presence in the community via community outreach through mission participation. We envision a minister who will assist with current outreach and help us expand that vision. Further goals include establishment of affordable day care and a senior center and/or activities.</p>
<p><b>Specify language requirements or culturally-specific capacities preferred in a next ministerial leader, and why those matter to the congregation’s sense of calling.</b></p>	<p>Due to our sensitivity with regards to gender and equality and with respect to our Open and Affirming mission, we respectfully ask that our new minister use inclusive language and be sensitive to varying opinions within the congregation.</p>
<p><b>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 &amp; Effective Authorized Ministry that your next minister will display to further equip the congregation’s ministry in these areas.</b></p>	<ul style="list-style-type: none"> <li>● <b>Respecting the dignity of all God’s people.</b> Help the congregation to grow and fully embrace the dignity of all God’s people through our ONA Designation and Mission Statement.</li> <li>● <b>Bringing life to sacred stories and traditions in worship, proclamation, and witness.</b> Someone who can bring life to the story during worship so that the congregation can continue to contemplate the ideas through the week.</li> <li>● <b>Exhibiting a commitment to the core values of the United Church of Christ: continuing testament, extravagant welcome, and changing lives.</b> Our minister should continue our Faith Formation through preaching, as well as encourage our participation in missions like the 14th Apostle Food Pantry and the Open Arms Free Clinic, and service through Community Meal, Memory Café, Blessings in a Backpack and Spaghetti Supper.</li> <li>● <b>Demonstrating excellent communication skills.</b> A pastor who can establish an effective communication system to set the tone for our congregation’s dealings with each other and with the community.</li> </ul>



## 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?

<p>Who is God calling you to become as a congregation?</p>	<p>Our congregation has many members who desire to serve our community. With 75% of our congregation at 60 years or older, we have people who are available to serve. We also have many ways in which the congregation would like to serve the community but need assistance to narrow our focus to more efficiently utilize our resources and engage our members. As an aging congregation, we want to be welcoming to visitors and inviting to new members so we can grow.</p> <p>As a whole, our church readily participates in and supports financially, programs like Blessings in a Backpack, the Spirit of Hope homeless shelter for men, Salvation Army Bell Ringing, and Spaghetti Supper. Issues pertaining to poverty and hunger are of special concern to our members. We are working on discerning how we live out our Open and Affirming mission in a way that recognizes the conflict that a few of our members have with living out that mission but we always firmly share the belief in service.</p> <p>We strive to provide an extravagant welcome that includes everyone.</p>
<p>Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation.</p>	<p>Our congregation has discussed structural changes to our building so we might expand our goals for missions in the community, hopes for the future of the church, and how to grow in faith together. We have created the Community Discipleship Committee to expand our horizons and vision for what we can accomplish in mission. We visited and sang at nursing homes, sent to absent members custom made greeting cards made by members, and made decorations for the church fellowship room. A successful Community Meal has added co-sponsors from another church that expands our capabilities.</p>

## WHO ARE WE NOW?

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

- CONGREGATIONAL REFLECTIONS
- 11-YEAR REPORT
- CONGREGATIONAL DEMOGRAPHICS
- PARTICIPATION AND STAFFING
- CHURCH FINANCES
- HISTORICAL INFORMATION

## CONGREGATIONAL REFLECTIONS

*Describe your congregation's life of faith.*

### **Mission Statement:**

The mission of the United Church of Christ-Congregational, Delavan is to unite in our quest to authentically live our faith in our constantly changing world by: exploring open and progressive theology; embracing God's diverse creation; encountering God in relevant worship; encouraging questions; and serving the community with commitment, conviction, love, and compassion.

### **We are an Open and Affirming Congregation:**

We, the congregation of the United Church of Christ-Congregational, Delavan, embrace the designation of Open and Affirming. We regard all persons as creations made in God's very image, regardless of sexual orientation or expression, gender identity or expression, age, race, ethnicity, national origin, marital status, abilities, economic status, family structure, or any other label that would seek to divide rather than unite. We affirm the rights and responsibilities to all of full participation in the ministry of our church.

### **How is God most often described in worship liturgy?**

God is referred to in different ways, depending on the speaker at the time. With the past minister, pastor Christie, God did not have a gender and was only expressed as “God.” Currently, God is described as a male by our Moderator. Others have referred to God as “Creator God.” During the scripture lessons, the Bible is the main reference and the Bible refers to God as “he”. God is described within our church services in mainly a positive light. As much as possible, we hope the new minister will refer to God in a gender-neutral manner.

### **In what ways would you describe the Holy Spirit in your midst?**

We describe the Holy Spirit as “God is love.” The Holy Spirit is with us as we experience a moving sermon, a heartfelt choral anthem or favorite hymn, and as we find ways to help our fellow congregants or community members.



**Describe several strengths or positive qualities of your congregation.**

Our church has many strengths that make it a positive, fulfilling, and friendly place to become part of as a member or leader. Active members have big hearts and desire to help when needed, although our growing age sometimes makes helping difficult. In addition, the Endowment Fund gives tens of thousands of dollars in grants to the community each year. Many of our members actively participate in Christian Education for all ages, including the Great Decisions class. Outreach to the community is tremendous and includes Community Meal, Blessings in a Backpack, Spaghetti Supper, Salvation Army Bell ringing, the Spirit of Hope shelter for homeless men, and Memory Café. At the end of each school year, our church gives thousands of dollars through our Scholarship Committee. The music program is a shining light for our church. It includes an adult choir, and special guest music. Worship utilizes modern technology to allow all in attendance to fully participate in the experience. Online attendance even extends to other countries. Following our mission of inclusivity, we have the availability of signing for the deaf and devices for those that are hard of hearing in order for everyone to equally enjoy our worship experience. Because of our belief that our church is a community that welcomes everyone, the church voted to embrace the Open and Affirming designation with a 90% vote of support in 2015 and with a similar margin when it was reaffirmed in 2019. We are also certified as a Dementia Friendly congregation in 2023. As one can see, we have much to be thankful for and to offer to others.

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

Worship is based on scripture, music, and personal experience that is grounded in a family-friendly atmosphere. There has always been a tradition and deep appreciation for traditional worship and hymns with congregation-led singing and the occasional use of our pipe organ. Worship takes place in the sanctuary and is lectionary based. There is an established order to the service which is centered around the pastor's message/sermon. There has been a children's message. Prayer is contemplative, ending with The Lord's Prayer. A lay reader often assists with liturgical readings and offering. We engage in Communion once a month using gluten free bread. As part of our family-friendly atmosphere, the church gives new babies within our church a handmade quilt. The baby is also presented to the entire church as part of our community. Baptisms can be part of the service if the participants wish or completed outside of a service. They are held at the baptismal font. Most importantly, our church service relies on a minister who is an extremely effective communicator, whose sermon is lectionary, scripturally based, and existential with honest data driven discussion of social justice and personal experience.

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

Due to the size of our church and its aging population, our education program is typically multi-generational. For children and youth, we have had a children's message as part of worship, after which the children may go upstairs and participate in faith formation activities. Our confirmation program is service-oriented and has usually met once a month, with each confirmand receiving an adult mentor from the church who guides the confirmand through the confirmation process along with the minister. Numbers have fluctuated, the confirmation program is continually reassessed for relevance for confirmands who will

be participating. The Wisconsin Conference offers a confirmation retreat in which we have participated.

A popular discussion group for adults is Great Decisions, which has covered topics about climate, immigration, geopolitical stresses, poverty and global inequities. Our Congregators’ Group meets several times per year with activities such as Christmas caroling, Trivia Night, and fun activities such as plays. Our Prayer Warriors are able to anonymously pray for others. Our church enjoys learning about social justice issues and then actively becoming part of the solution. Our vision would be to encourage more action growing out of educational opportunities.

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

Primary leadership is through the Church Council with elected officers plus leadership designations from Board of Trustees, Board of Deacons, selected committee representation from Music, and five members at large representing the congregation. Other committees representing program and mission report through Deacons, Trustees, or directly to Council. Decisions of these groups are communicated by our communications Director by appropriate means. We’ve also created the Community Discipleship Committee whose purpose is to find and create new mission opportunities.

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

Including the Diaconate, Trustees, and Council, 5 to 10 hours per month is average.

**How do we deal with emergencies when quick action is needed?**

Emergency meeting of Church Council either in person or via electronic means i.e., e-mail, conference call, Zoom, etc.

**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.

**11-YEAR REPORT**

This report is found in Appendix II.

**CONGREGATIONAL DEMOGRAPHICS**

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

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	128	
Number of active non-members:	10	
Total of church participants (sum of the numbers above):	138	

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

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	58%	Yes
Less than 10, more than 5 years:	30%	Yes
Less than 5 years:	12%	Yes

**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>
7	3	7	2	2	15	10	32	35	Yes, see* directly below.

\*All numbers include members and non-member/active participants.

**Percentage of adults in various household types:**

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	9%	
Joint household with minors:	17%	
Single Parent Family with minors:	4%	
Single adults age 35-65:	6%	
Joint household with no minors:	51%	
Single adults over 65:	13%	

**Education level of adult participants by percentage:**

		<i>Is this number an estimate? (check if yes)</i>
High school:	20%	Yes
College:	40%	Yes
Graduate School:	22%	Yes
Specialty Training:	18%	Yes

**Percentage of adults in various employment types:**

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	25%	yes

Adults who are retired:	68%	yes
Adults who are not fully employed:	unknown	

Describe the range of occupations of working adults in the congregation:	teaching, accounting, health care, social service, business
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## 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? (list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)
Adult Groups or Classes	Adult Bible Study: 10, Great Decisions: 12	Great Decisions Discussion Group- Lay led/planned, Pastor's Monthly Discussion Group- Pastor led, Adult Bible Study (Wired Word)- Lay led/planned
Baptisms (number last year)	<b>0</b>	
Children's Groups or Classes	Sunday School Avg: 5	Youth Leader
Christmas Eve and Easter Worship	Christmas Eve: 92 Easter: 96	Pastor plans, lay involvement at pastor's discretion
Church-wide Meals	Approx 6/year	
Choirs and Music Groups	25 between choral and guest performers	Choir Director organizes
Church-based Bible Study	Avg: 16	Wired Word, Pastor's Discussion Group
Communion (served how often?)	Monthly	Pastor plans, Diaconate serves
Community Meals, Spaghetti Supper	Approx 800	Congregation members
Confirmation (number confirmed last year)	0	
Funerals (number last year)	4	Pastor plans and officiates
Intergenerational Groups	Approx 50	Xmas Caroling, Congregators Committee

Outdoor Worship	150-200	One summer ecumenical worship event in the park; responsibilities rotate each year between UCC, UMC, and Baptists.
Prayer or Meditation Groups	Started 8/2023 Currently 5/week	A member of the Church council
Public Advocacy Work	n/a	Advocacy work incorporated into church missions
Retreats	n/a	Confirmation class attended a retreat in 2019
Theology or Bible Programs in the Community	n/a	
Weddings (number last year)	<b>Emailed Joyce</b>	Pastor plans
Worship (Sundays, 10AM)	Avg: 64 High: 96 Low: 38	Pastor plans; lay involvement at pastor's discretion. Worship Music: Pastor leads/consults with accompanist and choir director.
Young Adult Groups or Classes		
Youth Groups or Classes		Youth leader

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)
Sue Cripe-Benzon	Three-way	Aurora Hospital	Chaplain	No
Richard Broach	No		Counselor	No
Max Rigert	No		Retired	Yes

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: Max Rigert (retired) holds minister emeritus status. Richard Broach and Sue Cripe-Benzon are substitute Preachers.

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
Secretary	No	Part time	Minister	14 years
Communications/ Tech Director	No	1/2 time	Minister	.5 years
Youth Leader	No	Part time	Minister	2 years
Choir Director	No	Part time	Minister	Open Position
Accompanist	No	Part time	Minister	.5 years
Custodian	No	Part time	Chair of Trustees	10 years

## REFLECTION

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

Our church has maintained a focus on providing a strong worship and mission experience. Due to age and physical limitations we needed to hire more staff and make adjustments to mission and programming.

# CHURCH FINANCES

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

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	\$189,000
Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)	\$45,000 (2019) 4-5% of Total Fund
Endowment Draw (beyond what is permitted by spending policy, “drawing down the principal”)	Based on fund by-laws the principal is not to be touched only the earnings.
Fundraising Events	\$28,960
Gifts Designated for a Specific Purpose	\$35,237
Grants	n/a
Rentals of Church Building	\$5,400
Rentals of Church Parsonage	n/a
Support from Related Organizations (e.g. Women’s Group)	n/a
Transfers from Special Accounts	\$27,000
Other (specify): Interest Income	\$23
<b>TOTAL</b>	<b>\$258,620</b>

Current annual expenses (dollars budgeted for most recent fiscal year):	\$ 256,620
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 III for church financials. See Appendix IV for boiler funding.
Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage?	30%

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? Our Church’s Wider Mission, One Great Hour of Sharing, Neighbors in Need, Strengthen the Church, Christmas Fund.	Our church contributes to each fund.
In what way is OCWM (Basic Support) gathered?	Funds come from the church budget.

## **Building & Capital Campaigns**

*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.*

We have currently taken steps to have a building assessment completed on our current church building in 2023 to provide data on the viability and affordability for expanding access to all parts of the church and better utilizing currently underused space for mission and program.

No projected dates have been set as yet.

*Capital Campaigns:*

The church has not conducted a capital campaign in the last ten years.

## **Endowment Fund**

<b>Does your church have an endowment?</b>	Yes
<b>What is the market value of the assets?</b>	\$1,110,293.00, as of December 2022.
<b>Are funds drawn as needed, regularly, or under certain circumstances?</b>	Funds are drawn under certain circumstances such as the Benevolence giving once a year, capital improvements or for short fall in the budget.
<b>What is the percentage rate of draw (last year, compared to 5 years ago)?</b>	Rate of draw is around 4% of the total fund. This is consistent with 5 years ago.
<b>Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years:</b>	The endowment has generally not been used to meet operation budget expenses in the past. The congregation voted by 2/3 vote to use the endowment once to cover budget shortfalls for the year 2023.
<b>At the current rate of draw, how long might the endowment last?</b>	20 years or longer.



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

The Endowment Fund is used for mission and with a two-thirds vote of the congregation for building improvement/repairs/budget shortfalls. We cannot draw on the principal, only on the earnings

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

Church building.

**Describe non-owned buildings or space used or rented by the church:**

None.

**Which spaces are accessible to wheelchairs?**

Sanctuary (except Chancel & Pulpit), Fellowship Hall, Kitchen, Lower Level Youth Area/PIT and Meeting Spaces, Church Office, Lobby, Rigert Conference Room, and Main Floor Bathroom are accessible to wheelchairs.

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

The reflection is that our congregation responds to recognized needs, amending the budget or making donations as necessary.

In 2020, the church boiler system required replacement. Funding for the system was not part of the budget, however, a special fund was established to raise the \$31,000 required to replace the system. Members committed to donate enough to cover these costs, outside of their regular pledge to the church. (Currently \$25,295.)

Similarly, when a safe and warm housing solution was needed for our transitional minister, a group of members donated \$15,000 toward the purchase of a manufactured home, it was used as our parsonage but sold after our new pastor did not need it. Two staff people were hired in recent years. A communications/tech director position was created to provide better access to church information for members and to support a public presence as well. A youth leader was hired to coordinate instruction at church and coordinate mission with the schools. The Blessings in a Backpack was created and supported by volunteers

## 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.*

1. ONA Vote- Discussion, and acceptance, of the ONA Designation began a period of open embrace of progressive theology and a focus on social justice missions in our congregation. In Summer of 2019, the congregation reaffirmed our commitment to be ONA, by a significant margin (92%).
2. Community Discipleship Committee which spawned 3 new missions: Community Meal, Memory Café, and Prayer Warriors.
3. Fine Arts Day Camp- Growing on the strong music program in the church, we offered a week of arts which are no longer offered in many public schools, for fifty elementary-aged children.

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

- One recent change is the acknowledgement that 70% of our church's congregation is 60 years or older. We have managed to re-evaluate the quantity and type of missions our church can support.

**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.**

We have developed relational covenants for church leadership and for the congregation and have a documented Conflict Resolution Process. We held facilitated congregational gatherings and listening sessions. Forums were provided for people to voice their concerns. Increased communication of the business of the church keeps more people informed.

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

Staff member's name <i>(Position)</i>	Years of service	UCC Standing <i>(Y/N)</i>
Rev. Rebecca Boggs <i>(Associate)</i>	3 Years	Yes
Rev. Ricardo Broach <i>(Associate)</i>	6 Years	Yes
Rev. Laura McLeod <i>(Associate, Senior)</i>	19 Years	Yes
Rev. Les Wicker <i>(Senior)</i>	2 Years	Yes
Rev. Max Rigert <i>(Senior)</i>	32 Years	Yes
Rev. Christie Mandas	2 Years	Yes

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

- Our church relied heavily on its rich history, particularly from the leadership of Max Rigert. While this is not negative, it is imperative for the congregation to stop focusing on the past as a model for the present and to fully engage in the church's present condition in order to fully move forward with open hearts.

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



## WHO IS OUR NEIGHBOR?

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

- COMMUNITY VISION
- MISSION InSite

## COMMUNITY VISION

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

**Helpers in Harmony concert to support the 14th Apostle/local food pantry (on Hold)**

- Spring Joint Choir concert to support Open Arms Free Clinic (Subject to new Choir Director).
- Community Meal – served once per month fitting into a schedule with other churches.
- Blessing in a Backpack- provides weekend meals for children from low-income families.
- Salvation Army bell ringing during Advent.
- Memory Café’ activities.

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

- Open and Affirming Designation
- Attend Association and Conference meetings

**Statements that apply to your UCC faith community.**

- Open and Affirming (ONA)
- Certified Dementia Friendly (based on trainings taken, etc.)

**Is your congregation interested in working toward any of the above statements of witness in the near future?**

- Our church is still working at living out what it means to be ONA within our walls as well as outside of them. We’d like to see more members seeking an ONA environment join us.
- As part of our mission, we desire to make our facilities accessible to all. This will require more conversations and significant financial commitment.

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

- Our community once had a functioning ecumenical clergy group which has since grown less involved. As a progressive congregation in a largely conservative community, our theology has created barriers to participation in ecumenical activities.
- We have participated in two ecumenical choir festivals: Helpers in Harmony and Joint Choir Festival.
- Our Community Meal has participation with another church that helps us prepare the meals.

**How does your mission statement compare to the actual time spent engaging in different activities?**

- Our mission statement is the guiding force for our mission in the community. We assess the value of our missions regularly to make sure they are in line with our mission statement.
- Our Sunday morning worship uses progressive language and there are discussion groups that explore progressive theology.

**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?**

- Many of our past and current pastors have participated in Wisconsin Conference and/or Association leadership. This participation, as well as community ministry, has been counted toward their time spent in service to our congregation.
- Our current, soon to retire, minister has successfully acquired grants for our Community Meal, brought in training for our Dementia Friendly status and for our Memory Café. She created our CDC (Community Discipleship Committee) which is our vehicle for finding community needs and outreach opportunities.

## MISSION InSite

**Comment on your congregation's Mission InSite report with data for your neighborhood(s) or area.**

**What trends and opportunities are shown?**

- Growth in 65+ population is projected over the next 5-10 years. We see an affinity opportunity with daytime programming geared toward retirees. Our CDC committee is seeking ways to create a Senior Center and has met with the Mayor of Delavan to explore the idea.

**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 congregation is older and better educated than those in our immediate neighborhoods.

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

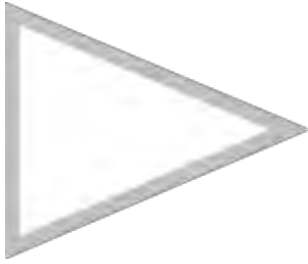
- Demographics of our community have influenced the missions our church engages in, including: Community Meal, Memory Café, Blessings in a Backpack, Salvation Army Bell Ringing, sharing of our choir/music program with nursing home/homebound, Spirit of Hope Homeless Shelter. ?

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

- We are known for a greater outreach into the community compared to other churches in our area. Our financial benevolence into the community is well-known among community leaders; less so among the general population.

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

- ONA, UCC/progressive theology, social justice ministries, mission statement, choir and music program.



## REFERENCES

Reference letters are provided in Appendix V.

### REFERENCE 1

Rev. Stan Curtis / Retired pastor/Delavan United Methodist Church  
(262-749-1141 / [wcdtchmn2@gmail.com](mailto:wcdtchmn2@gmail.com) / Neighboring Pastor)

### REFERENCE 2

Bob Betzer / Owner & Operator / Betzer Funeral Home  
(262-728-2500 / [hylgarth@gmail.com](mailto:hylgarth@gmail.com)/ Friend/Neighbor)

## CLOSING THOUGHTS

- CLOSING PRAYER
- STATEMENT OF CONSENT
- CONFERENCE/ASSOCIATION VALIDATION

## CLOSING PRAYER

Samuel 16:7

The Lord does not look at things people look at. People look at the outward appearance but the Lord looks at the heart.

We ask for wisdom and inspiration so that we may choose the one whom God has already chosen for us. We pray for a person of vision and one who is prepared to lead our congregation; that they have wisdom to lead us in our missions and community outreach, and that they will understand and grow to share our love for our church and our community.

## 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 your 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? Executive Committee, Search Committee, Congregation, Church Council, Treasurer.

Signed (Name / Title / Date: *George Wen*

Church Moderator 10/16/2023

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APPENDIX I Replace Pic #4 and # 1 and add new ones. Ken to follow-up





# APPENDIX II



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

Church#:	860570	Schedule:	0	United Church of Christ (Congregational)	Delavan	WI)	53115			
Assoc:	832									
YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	OTHER ADDS-REMOVED	NET MEMBS
2009	297	112	75	2	0	5	7	3	3	-3
2010	297	113	64	2	0	6	8	0	0	0
2011	296	104	55	5	0	4	4	6	6	-1
2012	299	106	43	2	0	7	3	3	3	3
2013	263	103	127	1	0	1	7	34	34	-39
2014	265	97	76	4	0	7	9	0	0	2
2015	233	84	44	3	0	0	13	22	22	-32
2016	210	85	30	4	4	0	4	59	59	-55
2017	212	74	25	2	0	5	5	0	0	2
2018	167	75	24	4	0	5	2	50	50	-43
2019	153	64	23	2	0	0	5	12	12	-15

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OTCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2009	\$240,571	\$0	\$12,000	\$1,364	\$13,364	\$5,000	\$18,364	4.99	\$258,935	\$227,444
2010	\$242,023	\$0	\$12,000	\$5,982	\$20,982	\$5,000	\$25,982	4.96	\$268,005	\$215,659
2011	\$215,051	\$0	\$5,000	\$4,211	\$9,211	\$28,500	\$37,711	2.33	\$252,762	\$195,268
2012	\$233,073	\$0	\$5,000	\$525	\$5,525	\$31,816	\$37,341	2.15	\$270,414	\$186,757
2013	\$229,600	\$0	\$2,500	\$3,859	\$6,359	\$25,626	\$31,985	1.09	\$261,585	\$184,354
2014	\$241,845	\$0	\$1,000	\$1,874	\$2,874	\$0	\$2,874	0.41	\$244,719	\$197,919
2015	\$239,348	\$0	\$1,500	\$8,063	\$9,563	\$47,500	\$57,063	0.63	\$296,411	\$190,911
2016	\$239,348	\$0	\$1,500	\$6,958	\$8,458	\$0	\$8,458	0.63	\$247,806	\$0
2017	\$211,928	\$0	\$1,500	\$5,143	\$6,643	\$0	\$6,643	0.71	\$218,571	\$177,896
2018	\$245,688	\$0	\$1,500	\$2,007	\$3,507	\$0	\$3,507	0.61	\$249,205	\$178,578
2019	\$265,225	\$0	\$1,500	\$6,150	\$7,650	\$45,000	\$52,650	0.57	\$317,875	\$150,924

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	TOTAL CURR LOCAL EXPENSES	TOTAL OTCWM	TOTAL EXPENDITURE
2014-2019	-42.26	-34.02	-69.74	-81.82	88.89	9.67	166.18	29.89
2009-2019	-48.48	-42.86	-69.33	-71.43	70.00	10.25	-42.76	22.76

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.

APPENDIX III

**Delavan Congregational UCC  
Balance Sheet  
As of December 31, 2022**

	<u>Dec 31, 22</u>
<b>ASSETS</b>	
<b>Current Assets</b>	
<b>Checking/Savings</b>	
Checking - General	65,747.51
Checking - Scrip	5,092.52
<b>Town Bank - MMKT</b>	
General	6,546.53
Andy's Breakfast Club Fund	6,520.00
Capital Campaign Fund	5,000.00
Christian Education	3,315.51
Congregators' Fund	394.84
Memorial Fund	11,249.94
Organ Fund	233.55
Senior Choir Fund	552.61
Sound/Video System Fund	792.32
Stephen Ministers' Fund	385.31
UWF Fund	4,464.71
Visioning Fund	4,000.00
<b>Total Town Bank - MMKT</b>	<u>43,455.32</u>
<b>Total Checking/Savings</b>	<u>114,295.35</u>
<b>Total Current Assets</b>	<u>114,295.35</u>
<b>TOTAL ASSETS</b>	<u><u>114,295.35</u></u>
<b>LIABILITIES &amp; EQUITY</b>	
<b>Liabilities</b>	
<b>Current Liabilities</b>	
<b>Other Current Liabilities</b>	
<b>Payroll Liabilities</b>	
Acc. FICA & Fed W/H	2,524.40
Acc. St. W/H	236.77
<b>Total Payroll Liabilities</b>	<u>2,761.17</u>
ABC Fund Payable	4,020.00
Capital Camp. Fund Payable	5,000.00
Christian Ed. Fund Payable	3,315.51
Organ Fund Payable	233.55
Sound System Fund Payable	792.32
<b>Total Other Current Liabilities</b>	<u>16,122.55</u>
<b>Total Current Liabilities</b>	<u>16,122.55</u>
<b>Total Liabilities</b>	<u>16,122.55</u>
<b>Equity</b>	
Members' Equity	99,522.33
Net Income	-1,349.53
<b>Total Equity</b>	<u>98,172.80</u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<u><u>114,295.35</u></u>

**Delavan Congregational UCC**  
**Profit & Loss Budget vs. Actual**  
 January through December 2022

	Jan - Dec 22	Budget	\$ Over Budget
<b>Ordinary Income/Expense</b>			
<b>Income</b>			
<b>GENERAL OFFERINGS</b>			
Plate	1,653.00	1,700.00	-47.00
Pledges - Current Year	154,569.28	156,500.00	-1,930.72
Pledges Recovery - Prior Yr	0.00	600.00	-600.00
Pledges - (Next Yr)	31,470.00	20,000.00	11,470.00
Envelope Donations	100.00	100.00	0.00
<b>Total GENERAL OFFERINGS</b>	<b>187,792.28</b>	<b>178,900.00</b>	<b>8,892.28</b>
<b>SPECIAL GIVING</b>			
Christmas	705.00	1,000.00	-295.00
Thanksgiving	20.00	100.00	-80.00
Easter	482.00	600.00	-118.00
Weddings/Funerals	0.00	1,000.00	-1,000.00
Recycling Income	174.65	200.00	-25.35
Fundraising	0.00	3,000.00	-3,000.00
Scrip Income	1,298.36	1,400.00	-101.64
Building Use Donations	5,400.00	6,000.00	-600.00
Spaghetti Supper Income	4,156.00	5,000.00	-844.00
Building Fund	17,710.00		
Roof Fund	17,526.74		
Misc. Special Giving	16,464.22	10,000.00	6,464.22
<b>Total SPECIAL GIVING</b>	<b>63,936.97</b>	<b>28,300.00</b>	<b>35,636.97</b>
<b>MISSIONS</b>			
Andy's Breakfast Club Giving	1,000.00	2,000.00	-1,000.00
Christmas Candle	3,174.00	1,200.00	1,974.00
Neighbors in Need	983.00	600.00	383.00
One Great Hour of Sharing	955.00	1,200.00	-245.00
Soup Supper	0.00	190.00	-190.00
Strengthen the Church	125.00	400.00	-275.00
UCC Christmas Fund	125.00	200.00	-75.00
Ukraine Aid	506.00		
<b>Total MISSIONS</b>	<b>6,868.00</b>	<b>5,790.00</b>	<b>1,078.00</b>
<b>INVESTMENT INCOME</b>			
Interest-Town Bank	22.59	10.00	12.59
Trustees/Endowment Fund	0.00	35,000.00	-35,000.00
<b>Total INVESTMENT INCOME</b>	<b>22.59</b>	<b>35,010.00</b>	<b>-34,987.41</b>
<b>Total Income</b>	<b>258,619.84</b>	<b>248,000.00</b>	<b>10,619.84</b>
<b>Expense</b>			
<b>CONF &amp; BENEVOLENT OBLIG.</b>			
Wisconsin Conference	1,000.00	1,000.00	0.00
United Conference Missions	1,000.00	1,000.00	0.00
General Synod	1,000.00	1,000.00	0.00
SE Assoc.	918.00	800.00	118.00
General Benevolences	5,884.75	3,000.00	2,884.75
<b>Total CONF &amp; BENEVOLENT OBLIG.</b>	<b>9,802.75</b>	<b>6,800.00</b>	<b>3,002.75</b>
<b>GEN. WAGES &amp; BENEFITS</b>			
Secretary	13,456.20	11,225.00	2,231.20
Music Minister/Choir Dr	8,400.00	8,400.00	0.00
Worship Accomp.-Organ/Piano	2,255.00	7,680.00	-5,425.00
Child Care	872.00	500.00	372.00
Organist	23,360.12	21,720.00	1,640.12
Custodian	10,000.08	10,000.00	0.08
ASL Interpreter	2,000.00	1,000.00	1,000.00
<b>Total GEN. WAGES &amp; BENEFITS</b>	<b>60,343.40</b>	<b>60,525.00</b>	<b>-181.60</b>
<b>GENERAL BENEFITS</b>			

**Delavan Congregational UCC**  
**Profit & Loss Budget vs. Actual**  
 January through December 2022

	Jan - Dec 22	Budget	\$ Over Budget
Employer (FICA)	5,000.05	5,400.00	-399.95
<b>Total GENERAL BENEFITS</b>	<b>5,000.05</b>	<b>5,400.00</b>	<b>-399.95</b>
<b>BUILDING &amp; MAINTENANCE</b>			
Natural Gas	9,501.28	6,000.00	3,501.28
Electric	3,038.50	3,000.00	38.50
Telephone	2,885.66	2,800.00	85.66
Water & Sewer	1,724.34	2,400.00	-675.66
Repairs & Maintenance	31,220.59	5,000.00	26,220.59
Building Improvements	0.00	3,000.00	-3,000.00
Insurance	7,052.00	6,000.00	1,052.00
Security/Consulting Expenses	0.00	1,700.00	-1,700.00
<b>Total BUILDING &amp; MAINTENANCE</b>	<b>55,422.37</b>	<b>29,900.00</b>	<b>25,522.37</b>
<b>PROGRAM EXPENSES</b>			
Office Expenses	3,924.90	4,000.00	-75.10
Postage and Delivery	891.08	1,200.00	-308.92
Bulletins, Devotionals	496.04	800.00	-303.96
Organ & Piano Maintenance	229.50	3,480.00	-3,250.50
Music & Choir Supplies	344.66	1,000.00	-655.34
Instrumentals/Guest Organists	1,925.00	2,000.00	-75.00
Outside Services	1,450.00	3,750.00	-2,300.00
Conferences, Dues, Cont. Ed.	591.01	750.00	-158.99
Program, Evangelism, Flowers	2,052.74	2,500.00	-447.26
Website/Tech Support	5,685.50	6,000.00	-314.50
Miscellaneous, Gifts	2,501.61	2,500.00	1.61
Outreach Comm.	231.24	150.00	81.24
Office Furniture/Equipment	0.00	3,000.00	-3,000.00
Andy's Breakfast Club Expenses	0.00	1,600.00	-1,600.00
Spaghetti Supper Expenses	2,069.06	2,000.00	69.06
Mission Outreach	980.33	1,000.00	-19.67
<b>Total PROGRAM EXPENSES</b>	<b>23,372.67</b>	<b>35,730.00</b>	<b>-12,357.33</b>
<b>CHRISTIAN ED. DEPT.</b>			
Wages-Christian Ed	200.00		
Curriculum, Confirmation, Supp.	1,184.02	1,400.00	-215.98
Youth Ministry, Retreats, Camp	0.00	1,000.00	-1,000.00
<b>Total CHRISTIAN ED. DEPT.</b>	<b>1,384.02</b>	<b>2,400.00</b>	<b>-1,015.98</b>
<b>COMMUNICATIONS DEPT.</b>			
Advertising	1,679.50	950.00	729.50
Salary & Wages-Comm. Dept.	4,640.00	10,000.00	-5,360.00
Communications Exp.	813.15	3,000.00	-2,186.85
<b>Total COMMUNICATIONS DEPT.</b>	<b>7,132.65</b>	<b>13,950.00</b>	<b>-6,817.35</b>
<b>SENIOR MINISTER</b>			
Sr Minister - Salary	41,500.08	41,500.00	0.08
Sr Minister - Benefits	5,310.96	5,010.00	300.96
Health Insurance	7,079.84	9,660.00	-2,580.16
Pension	11,286.39	9,875.00	1,411.39
Housing - Sr Minister	27,930.00	24,000.00	3,930.00
Mileage Reimbursement	654.31	2,000.00	-1,345.69
Professional Expense	0.00	1,250.00	-1,250.00
<b>Total SENIOR MINISTER</b>	<b>93,761.58</b>	<b>93,295.00</b>	<b>466.58</b>
<b>MISC (INCOME)/EXP</b>			
Reimbursed Expenses	0.00		
<b>Total MISC (INCOME)/EXP</b>	<b>0.00</b>		
<b>Total Expense</b>	<b>256,219.49</b>	<b>248,000.00</b>	<b>8,219.49</b>
<b>Net Ordinary Income</b>	<b>2,400.35</b>	<b>0.00</b>	<b>2,400.35</b>

**Delavan Congregational UCC  
Profit & Loss Budget vs. Actual  
January through December 2022**

	Jan - Dec 22	Budget	\$ Over Budget
<b>Other Income/Expense</b>			
<b>Other Income</b>			
<b>Designated Fund Giving</b>			
BDC (Endowment) Fund Giving	45,000.00		
Memorial Fund Giving	760.00		
Scholarship Fund Giving	2,000.00		
Senior Choir Fund Giving	745.00		
Stephen Ministers Fund Giving	25.00		
UWF Fund Giving	500.00		
<b>Total Designated Fund Giving</b>	<u>49,030.00</u>		
<b>Total Other Income</b>	<u>49,030.00</u>		
<b>Other Expense</b>			
<b>Designated Fund Expenses</b>			
BDC (Endowment) Fund Exp	45,000.00		
Memorial Fund Expense	4,033.38		
Scholarship Fund Expenses	2,000.00		
Senior Choir Fund Expense	426.55		
Stephen Ministers Fund Expense	319.95		
UWF Fund Expense	1,000.00		
<b>Total Designated Fund Expenses</b>	<u>52,779.88</u>		
<b>Total Other Expense</b>	<u>52,779.88</u>		
<b>Net Other Income</b>	<u>-3,749.88</u>		
<b>Net Income</b>	<u><u>-1,349.53</u></u>	<u><u>0.00</u></u>	<u><u>-1,349.53</u></u>

**RECONCILEMENT OF CASH RECEIPTS FOR 2022**

Receipts Per Treasurer/Financial Secretary	\$258,619.84
Plus: Pledges for 2022 paid in 2021	\$21,150.00
Less: Pledges for 2023 paid in 2022	<u>(\$31,470.00)</u>
<b>TOTAL RECEIPTS FOR 2022</b>	<u><u>\$248,299.84</u></u>

**Delavan Congregational UCC**  
**Profit & Loss Budget vs. Actual**  
 January through December 2022

Ordinary Income/Expense	Jan - Dec 22	Budget	2023 Budget
<b>Income</b>			
<b>GENERAL OFFERINGS</b>			
Plate	1,653	1,700	1,700
Pledges - Current Year	154,569	156,500	170,000
Pledges Recovery - Prior Yr	0	600	600
Pledges - (Next Yr)	31,470	20,000	25,000
Envelope Donations	100	100	100
<b>Total GENERAL OFFERINGS</b>	<b>187,792</b>	<b>178,900</b>	<b>197,400</b>
<b>SPECIAL GIVING</b>			
Christmas	705	1,000	1,000
Thanksgiving	20	100	100
Easter	482	600	600
Weddings/Funerals	0	1,000	1,000
Recycling Income	175	200	200
Fundraising	0	3,000	3,000
Scrip Income	1,298	1,400	1,400
Building Use Donations	5,400	6,000	5,500
Spaghetti Supper Income	4,156	5,000	5,000
Building Fund	17,710		
Roof Fund	17,527		
Misc. Special Giving	16,464	10,000	16,500
<b>Total SPECIAL GIVING</b>	<b>63,937</b>	<b>28,300</b>	<b>34,300</b>
<b>MISSIONS</b>			
Andy's Breakfast Club Giving	1,000	2,000	2,000
Christmas Candle	3,174	1,200	1,200
Neighbors in Need	983	600	600
One Great Hour of Sharing	955	1,200	1,000
Soup Supper	0	190	190
Strengthen the Church	125	400	200
UCC Christmas Fund	125	200	200
Ukraine Aid	506		
<b>Total MISSIONS</b>	<b>6,868</b>	<b>5,790</b>	<b>5,390</b>
<b>INVESTMENT INCOME</b>			
Interest-Town Bank	23	10	20
Trustees/Endowment Fund	0	35,000	17,000
<b>Total INVESTMENT INCOME</b>	<b>23</b>	<b>35,010</b>	<b>17,020</b>
<b>Total Income</b>	<b>258,620</b>	<b>248,000</b>	<b>254,110</b>

**Delavan Congregational UCC**  
**Profit & Loss Budget vs. Actual**  
 January through December 2022

Expense	Jan - Dec 22	Budget	2023 Budget
<b>CONF &amp; BENEVOLENT OBLIG.</b>			
Wisconsin Conference	1,000	1,000	1,000
United Conference Missions	1,000	1,000	1,000
General Synod	1,000	1,000	1,000
SE Assoc.	918	800	1,000
General Benevolences	5,885	3,000	3,000
<b>Total CONF &amp; BENEVOLENT OBLIG.</b>	<b>9,803</b>	<b>6,800</b>	<b>7,000</b>
<b>GEN. WAGES &amp; BENEFITS</b>			
Secretary	13,456	11,225	13,950
Music Minister/Choir Dr	8,400	8,400	8,750
Worship Accomp.-Organ/Piano	2,255	7,680	1,000
Child Care	872	500	1,000
Organist	23,360	21,720	24,950
Custodian	10,000	10,000	10,400
ASL Interpreter	2,000	1,000	3,600
<b>Total GEN. WAGES &amp; BENEFITS</b>	<b>60,343</b>	<b>60,525</b>	<b>63,650</b>
<b>GENERAL BENEFITS</b>			
Employer (FICA)	5,000	5,400	5,360
<b>Total GENERAL BENEFITS</b>	<b>5,000</b>	<b>5,400</b>	<b>5,360</b>
<b>BUILDING &amp; MAINTENANCE</b>			
Natural Gas	9,501	6,000	7,000
Electric	3,039	3,000	3,000
Telephone	2,886	2,800	2,800
Water & Sewer	1,724	2,400	2,400
Repairs & Maintenance	31,221	5,000	5,000
Building Improvements	0	3,000	3,000
Insurance	7,052	6,000	7,700
Security/Consulting Expenses	0	1,700	1,700
<b>Total BUILDING &amp; MAINTENANCE</b>	<b>55,422</b>	<b>29,900</b>	<b>32,600</b>
<b>PROGRAM EXPENSES</b>			
Office Expenses	3,925	4,000	4,000
Postage and Delivery	891	1,200	1,200
Bulletins, Devotionals	496	800	800
Organ & Piano Maintenance	230	3,480	3,480
Music & Choir Supplies	345	1,000	1,000
Instrumentals/Guest Organists	1,925	2,000	3,000
Outside Services	1,450	3,750	3,750
Conferences, Dues, Cont. Ed.	591	750	750
Program, Evangelism, Flowers	2,053	2,500	2,500

**Delavan Congregational UCC**  
**Profit & Loss Budget vs. Actual**  
 January through December 2022

	<u>Jan - Dec 22</u>	<u>Budget</u>	<u>2023 Budget</u>
Website/Tech Support	5,686	6,000	6,000
Miscellaneous, Gifts	2,502	2,500	2,500
Outreach Comm.	231	150	200
Office Furniture/Equipment	0	3,000	3,000
Andy's Breakfast Club Expenses	0	1,600	1,600
Spaghetti Supper Expenses	2,069	2,000	2,000
Mission Outreach	980	1,000	1,000
<b>Total PROGRAM EXPENSES</b>	<b>23,373</b>	<b>35,730</b>	<b>36,780</b>
<b>CHRISTIAN ED. DEPT.</b>			
Wages-Christian Ed	200		1,000
Curriculum, Confirmation, Supp.	1,184	1,400	1,350
Youth Ministry, Retreats, Camp	0	1,000	1,000
<b>Total CHRISTIAN ED. DEPT.</b>	<b>1,384</b>	<b>2,400</b>	<b>3,350</b>
<b>COMMUNICATIONS DEPT.</b>			
Advertising	1,680	950	2,000
Salary & Wages-Comm. Dept.	4,640	10,000	5,000
Communications Exp.	813	3,000	1,000
<b>Total COMMUNICATIONS DEPT.</b>	<b>7,133</b>	<b>13,950</b>	<b>8,000</b>
<b>SENIOR MINISTER</b>			
Sr Minister - Salary	41,500	41,500	48,210
Sr Minister - Benefits	5,311	5,010	5,525
Health Insurance	7,080	9,660	5,500
Pension	11,286	9,875	10,885
Housing - Sr Minister	27,930	24,000	24,000
Mileage Reimbursement	654	2,000	2,000
Professional Expense	0	1,250	1,250
<b>Total SENIOR MINISTER</b>	<b>93,762</b>	<b>93,295</b>	<b>97,370</b>
<b>MISC (INCOME)/EXP</b>			
Reimbursed Expenses	0		
<b>Total MISC (INCOME)/EXP</b>	<b>0</b>		
<b>Total Expense</b>	<b>256,219</b>	<b>248,000</b>	<b>254,110</b>
<b>Net Ordinary Income</b>	<b>2,400</b>	<b>0</b>	<b>0</b>
<b>Other Income/Expense</b>			
<b>Other Income</b>			
<b>Designated Fund Giving</b>			
BDC (Endowment) Fund Giving	45,000		
Memorial Fund Giving	760		
Scholarship Fund Giving	2,000		
Senior Choir Fund Giving	745		
Stephen Ministers Fund Giving	25		
UWF Fund Giving	500		
<b>Total Designated Fund Giving</b>	<b>49,030</b>		
<b>Total Other Income</b>	<b>49,030</b>		



**Delavan Congregational UCC**  
**Profit & Loss Budget vs. Actual**  
 January through December 2022

	<u>Jan - Dec 22</u>	<u>Budget</u>	<u>2023 Budget</u>
Other Expense			
Designated Fund Expenses			
BDC (Endowment) Fund Exp	45,000		
Memorial Fund Expense	4,033		
Scholarship Fund Expenses	2,000		
Senior Choir Fund Expense	427		
Stephen Ministers Fund Expense	320		
UWF Fund Expense	1,000		
Total Designated Fund Expenses	<u>52,780</u>		
Total Other Expense	<u>52,780</u>		
Net Other Income	<u>-3,750</u>		
Net Income	<u><u>-1,350</u></u>		

Rev. Stanley and Lynn Curtis  
2717 Affirmed Drive  
Janesville, WI 53546

April 13, 2020

To Whom It May Concern:

We are please to offer our reference for the Delavan United Church of Christ and the experiences we have shared over the past years.

We came to Delavan in 2010 when Stan was assigned as Pastor for the Delavan United Methodist Church. Pastor Laura worked with him in ministry over the next five years. This included: ecumenical services in the park each summer and joint services throughout the rest of the year. Both of them were involved in the Delavan area Clergy Meeting each month.

The Church has actively worked in conjunction with the Spirit of Hope Homeless Shelter which Lynn has been Executive Director for since 2012. They have provided food and staffing for the Shelter throughout the 6 months it is open and financially support it through their Endowment Fund Committee. The Church itself has also been opened to the Shelter for meetings and fundraisers although it would be wonderful if they could host one or more of the Shelter weeks throughout the year. In addition, they also have a committee on outreach ministries which financially supports other missions within the area and numerous programs for the residents and especially children of the area.

They're welcoming of all who step through their doors. Times when we would come and "exchange pulpits" were always enjoyable because of the warm reception received.

We have sincerely appreciated our friendship with members of the Congregation and being able to work together as we walk forward on Christ's path.

Blessings,

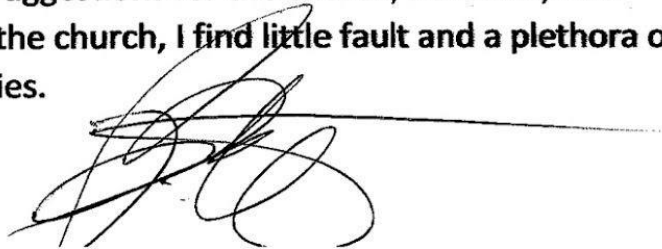
Handwritten signatures of Stanley and Lynn Curtis in cursive script.

Stanley and Lynn Curtis

To:UCC-Congregational Church of Christ

RE: Reply to Lois Stritt on my impressions and issues with the Church. I must preface that I am an "outsider" looking in and a friend of the UCC church and many of its members.

1. I think the UCC ministry is excellent. Accepting of the community of believers and embracing all races, ethnic backgrounds, sexual orientation and beliefs in the common welfare and well being of all.
2. . I am in no position to comment on areas of improvement as other than my own parish and parish family, UCC is most appealing as a faith and action community to belong to.
3. UCC and its' DECISION Series has been a important part of my Sunday Journey in societal responsibility. Gayland Berrier and his group care about the world and issues confronting us all. It is outreach like the DECISION series that makes UCC attractive to me. *In my mind...it is a church of intellectuals and "free " thinkers for the most part.*
4. My dealings with the UCC Clergy at this time is limited, as I was most involved with Rev. Laura McCloud and Rev. Becky Boggs. The new interim pastor is on more of a social footing.
5. I have few suggestions for the church; however, as a "friend" of the church, I find little fault and a plethora of good qualities.

A handwritten signature in black ink, consisting of several overlapping loops and a long horizontal line extending to the right.

## 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:

A handwritten signature in black ink that reads "Rachel Bauman". The signature is written in a cursive style with a large initial 'R'.

Name / Title: Rev. Rachel Bauman/Associate Conference Minister  
Email: rbauman@wcucc.org  
Phone: 608-630-2992  
Date: November 22, 2023