



UNION GROVE CONGREGATIONAL UCC CHURCH PROFILE

“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



JANUARY 15, 2026
UNION GROVE CONGREGATIONAL UCC
1106 11th St, Union Grove, Wisconsin 53182

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Position Posting

Listing Information

Church Name: Union Grove Congregational Church UCC

Street Address: 1106 11th St, Union Grove, WI 53182

Email: UGCUCCOffice@gmail.com

Website: www.ugcongregational.org

Facebook: <https://www.facebook.com/ugcongucc>

YouTube: <https://YouTube.com/@UGCongregational>

Conference: Wisconsin Conference

UCC Conference Staff Contact Person:

Rev. Rachel Bauman; Associate Conference Minister

Email: rbauman@wcucc.org

Phone: 608-630-2992

Summary Ministry Description

Seeking energetic long term settled pastor to help guide this Open and Affirming congregation through the second half of this decade and beyond.

Union Grove Congregational is a small growing village located in Southeast Wisconsin, between Milwaukee and Chicago. As such we are seeking a pastor to help us welcome new members while maintaining our beliefs and traditions and to help us find how we might best serve our community and the large world.

As the congregation grows, we are willing to consider increasing the hour from half time to a larger timeframe.

Photographs



What we value about living in our area

We enjoy the friendliness of small-town living, the quality of our local school system, and easy access to major league sports and entertainment in the nearby cities of Milwaukee and Chicago.

Membership

We currently have 45 members

Languages used in ministry

Our primary language is English, but Union Grove has a growing Hispanic population and speaking Spanish would be a plus.

Position Information

Title: Settled Pastor

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 conference.

Compensation Level

Half Time, with the possibility of more hours and compensation, as the income of the church grows.

Does the total support package meet conference compensation guidelines: YES

Scope of Work

Core Competencies

- Is a person of faith.
- Is an effective preacher/speaker.
- Makes pastoral calls on people in hospitals and nursing homes, and those confined to their homes.
- Is effective in working with children.
- Builds a sense of fellowship among the people with whom he/she works.
- Reaches out to inactive members.
- Works regularly with the congregation at bringing new members into the church.

Normal Duties

- Lead and preach at the congregations' worship services.
- Administer church business and oversee church staff.
- Work with the congregations' governing body and its program committees.
- Oversee the preparation of worship bulletin and newsletter.
- Visit members who are hospitalized, home bound, and nursing facility residents.
- Conduct funerals for members and non-members.
- Officiate at weddings for members and non-members.
- Perform baptism for members and non-members.
- Provide counseling and make appropriate referrals.
- Teach confirmation/new member class for youths and adults.
- Maintain a collegial relationship with the area clergy association.
- Conduct bible study
- At least two (2) hours a week spent growing the congregation
 - Social Media
 - Create a 15-30 second sermon preview for upcoming sermons
 - Allow sermons to be published to church website, Facebook, and YouTube
 - Other tasks as assigned, or you discover need doing
 - Search for ways to reach out to the greater Union Grove area, to bring in new members.

Compensation and support

Salary Basis

We follow the UCC Guidelines

Benefits

Salary plus benefits. To be negotiated.

Living Situation

Minister shall determine how much of salary is housing allowance. Minister shall procure his/her residence.

Commute between residence and church, per IRS rules can not be reimbursed, but all other commuting will be reimbursed at the IRS rate.

Peer and Professional Support

The Wisconsin Conference, UCC provides Seminary Debt Reduction Grants, which are based on need and may be renewed annually for up to five (5) years. Additionally, the Conference offers support for authorized ministers through a robust Communities of Practice (CoP) program. These facilitated peer groups offer both support and professional growth opportunities. The Conference also offers continuing education grants available to authorized ministers. The Damascus Project, an online learning community offered through the Wisconsin and Minnesota Conferences, provides a variety of opportunities for continuing education. The Conference encourages both personal and professional growth of authorized ministers through its Coaching program.

Part-Time adjustments to Pastoral Schedule

To be negotiated.

Who is God calling to minister with us?

Goals

We are a relatively small, but growing, congregation of believers. We trust that our new pastor will work with us and with God's help, to develop a partnership of faith. This will be a partnership where we will not be alone, rather we will share an understanding of goals and work together on accomplishing those goals. Joint goals should include further development of caring and diverse ministries. Joint efforts to assimilate new members and friends, and an emphasis on attracting those with special needs to include families with children and youth, and singles.

Our vision of how the minister will assist the congregation in making an impact

We currently participate in several community activities beyond our walls. We seek opportunities to make a real difference in the lives of others. We expect that our new pastor will work with us to improve our current participation and, as appropriate, help us to find new opportunities to be of service.

Preferred culturally-specific capacities

English is the primary language of our congregation. Spanish, though not required, would be helpful in the community.

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 us to become

God is calling us to continue to be a congregation of believers and with the active help of our new pastor, to become better Christians.

Our prior settled pastor Kelsey Bebee had this to say about our church, and we feel it sums up our vision: *“Recently, I was asked to fill out a survey about our churches. Some of the questions asked if our churches are spiritually vital and alive, willing to change to meet new challenges, good at welcoming guests and new members, and engaged in the local community. I was grateful that I could answer “yes” to all of those! The ways I have most seen God at work in our churches is through your mission and outreach programs. From Community Meals ..., you embrace the idea that God often meets us at the table”*

Our current intentional interim pastor Howard Hunt describes us as thus: *“I have served this congregation for 18 months as their intentional interim. I find them truly welcoming to all who come. An example from my first Easter with them was a young man came to worship, then explained he was in need. He left with a prepaid card, cash and a bag of groceries and personal toiletries.*

When they began the Open and Affirming process, they persisted, including making plans to celebrate, then taking a picture of worshipers around the church sign with ONA proudly displayed. They initiated the process to be able to spread the news of their openness to those that might not be welcomed elsewhere.

They are a small congregation, and struggle with limited resources, but there is a spirit of determination. Determination to grow, to be true to the Gospel in their relationship to

the community. They host community outreach activities including a community meal, a chair exercise class that includes differently abled persons from a nearby adult daycare.

And they are a loving congregation, wrapping friends, visitors and pastor in their loving welcome. They work cooperatively with their former yoke partner and two Methodist congregations on special services and are always seeking ways to reach out to the vulnerable.”

Emerging challenges and opportunities in our community

We want to become even more active in our community, serving not only our members but also others in areas where we can make a real difference.

These are some of the challenges that we have identified and are addressing in our community:

1. The need for fellowship through our Community Meal.
2. We support the local foodbank to help mitigate hunger in our local community.
3. Drug and alcohol abuse offering use of our building for AA meetings.
4. Lack of school supplies in the local elementary school, Christmas in July mission project.
5. High School students going without breakfast foods, Christmas in July mission project.

Our next steps include, with the help of our new pastor, evaluating each of these opportunities as well as other possibilities to focus our efforts on those areas where our participation can make a real difference.

Who we are now

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

Congregational Reflections

Strengths and positive qualities

“As people of faith, no matter who you are or where you are on life’s journey, you are welcome here”, and “Believing that all people are created in the image of God, and are equally loved by God” truly reflects how our congregation responds to its members and guests, all are welcome. We come from many different walks of life, farmers, clerical workers, trades people, service professions, professionals and retirees, to name a few. As an Open and Affirming congregation, we welcome all, and respect all opinions. We

view God as Father, Mother, Brother, Sister, Teacher, and Mentor, leading us along life's convoluted journeys. We respect the Holy Spirit and try to share it via several different outreach programs: AA; Our community meal; and Individual member support of other Faiths and Creeds by attending their events.

Our congregation has several strengths, the biggest one is that we truly like and love each other. This doesn't mean that we always agree, but like any family we work through our differences in a respectful and loving way. COVID-19 had been a challenge because we were not able to worship in the normal way. Our church leaders, in consultation with the congregation as a whole, developed a plan to provide worship online until we could again meet in person. This involved many different congregants providing their expertise to make this happen. Once social distancing was no longer required, Zoom became a regular option for our Sunday Worship.

What is worship like

We always welcome our visitors and are known, within the Union Grove community, for our friendliness, and accepting manner. At the same time we don't overwhelm visitors. While we often make the first move, we do not persist if it makes our visitors uncomfortable. We allow them to come to us, or not, in their own time and way.

Worship is a joyous event for us. It is punctuated by laughter before, during, and after the event. It takes place in our 125+ year old church building. One of our treasures is our historic pipe organ, which we actively maintain, in fact we recently completed a Pledge Campaign to extend the life of our organ indefinitely.

Our worship is based on the scriptures and tempered by current events, while avoiding being overtly political. Services are normally 30-50 minutes long.

Educational programs and faith formation

Our church provides several educational forums for faith formation and maintenance. While we offer in person bible study, we are not afraid to try other outlets. Such as a "Dr Who and Society" seminar to the community on a monthly basis. We discuss the issues within society using the BBC TV show Dr Who as a foil. Once a month we offer a prayer blanket mission to assemble blankets given to those in need.

How our congregation is organized for ministry and mission

Our congregation is organized by committee, with members often participating on two or more committees.

We can provide, on request, a copy of our organization structure, bylaws, and annual report for the use by interested candidates.

11-Year Report

See Attachment A

Congregational Demographics

Participants

		Estimate
Number of active members	35	
Number of non-active members	9	
Total church participants	44	

Participants longevity

		Estimate
More than 10 years	60%	Yes
Less than 10, more than 5 years	16%	Yes
Less than 5 years	24%	Yes

Participants by age

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-75	75+	Estimate
0	2	2	4	17	12	8	8	5	Yes

Household types

		Estimate
Single adult under 35:	8	Yes
Joint household with minors	1	
Single adults 35-65	8	Yes
Joint households with no minors	11	Yes
Single adults over 65	4	Yes

Education level

		Estimate
High school	25%	Yes
College	50%	Yes
Graduate school	9%	Yes
Specialty training		

Adult employment percentage

		Estimate
Adults who are employed	50%	Yes
Adults who are retired	40%	Yes
Adults who are not fully employed	10%	Yes

Range of occupations

- Business owner = 6
- Farmer = 1
- Professional = 10
- Clerical = 3
- Trades person = 2
- Laborer/manufacturing = 5
- Student = 1
- Other = 4

Ethnic heritage/racial make-up

We do not ask people their ethnicity.

Recent conversations about welcoming diversity

We became Open and Affirming in August of 2024. Even in the absence of a settled pastor.

Participation and staffing

Ways of gathering	Estimated number of people	Who plans each of the gatherings
Adult Groups or classes	25, 7 times/yr	Fellowship officers
Baptisms	2	Pastor & Deacons

Children's groups or classes	2	Board of Christian Ed
Christmas Eve & Easter Worship	40-50	Pastor
Church-wide Meals	30, 7 times/yr	Fellowship
Choirs and music groups		
Church based bible study	5	Pastor
Communion	25	Pastor & Deacons
Community Meals	75-100, Sep-Jun	UGC UCC Committee
Confirmation	1	Pastor
Drama and Dance		
Funerals	1	Pastor and Celebration Committee
Intergenerational Groups		
Outdoor Worship	30	Picnic Committee
Prayer or Mediation Groups		
Public Advocacy Work		
Retreats		
Theology or Bible programs in the Community		
Weddings/Commitment Ceremonies	0	Pastor and Special Events Committee
Worship	30	This is currently being discussed
Young Adult groups or classes		
Youth groups or classes		
Other	4-6 Dr Who and Society, 2-5 Prayer Blanket mission, YouTube and Facebook presence	Involved individuals

Ordained members

None

Current Staff

Position	Head of Staff	Compensation	Supervisor	Tenure
Interim Pastor	Yes	Half Time	Pastor Parish	18 months
Admin Assistant		Part Time	Pastor	1 month
Organist		Part Time	Pastor	20+ years

Reflection

We are successful in providing outreach to our members and to the community through our meals, and offering church services for baptisms, weddings, and funerals. Our church is open to all who wish to worship with us or in our Fellowship Group gatherings. Communion is open to all adults, and children, with parent approval. We fall short in services for our youth of all ages simply from the lack of participants. Choirs and other meaningful programs are hard to start or continue. Total membership numbers forty five (45) and a following of approximately 8-10 non-members, however, average attendance at our religious services is approximately thirty (30). Reviewing the demographics, issues relating to youth and programs for them are a major concern. Our called pastor will need to address this and work with the current congregation on ways to attract and keep young adults and their families active in the church. This will be vital to the success of Union Grove Congregational UCC in the community.

Church Finances

Current annual income

Source	Amount
Annual offerings and pledged giving	\$50,000
Endowment Proceeds	N/A
Endowment Draw	N/A
Fundraising Events	\$3000
Gifts Designated for Specific Purpose	N/A
Grants	N/A
Rentals of Church Building	N/A
Rentals of Church Parsonage	N/A
Support from Related Organizations	N/A
Transfers from Special Accounts	N/A
Other (specify)	N/A
Other (specify)	N/A
TOTAL	\$53,000

Annual Expenses

\$83,000 See Attachment B

Total ministerial support as percent of Budget

50%

Has the church ever failed to pay its ministerial support

No

5 for 5 giving.

Yes Our Church's Wider Mission (OCWM – Basic Support)

Yes One Great Hour of Sharing

Yes Strengthen the Church

Yes Neighbors in Need

Yes Christmas Fund

We have done this as far back as anyone can remember

How is OCWM support gathered

We pay what is received in offerings

Current Indebtedness

Total amount of load debt: None

Are capital and other payments current: Yes

Building Programs

None

Capital campaigns. Last 10 years.

Year	Purpose	Goal	Result	Impact
2024	98 yo Pipe Organ Refurbishment	\$27,000	\$35,000	Reduced General fund Spend to \$22,000

Current capital campaigns

None

Mission component in most recent capital campaign

Support for our worship service

Other assets

Reserves: \$85,000

Investments: \$257,000

Parsonage: N/A

Buildings owned

The church owns two (2) properties, the church building and grounds, and an adjacent two story house where the church offices and Sunday School meeting rooms are located. None of the properties are mortgaged and the church has no other loans.

Building rented

None

Wheelchair accessibility

The sanctuary is wheelchair accessible. The fellowship hall is accessible via a chair elevator.

Historical Information

Significant happenings in history

Our church was established in 1844 and as known as the Congregational Church of Paris. Descendants of one of the original families still worship here. We are the oldest church in Union Grove, Wisconsin and in 1960 we successfully joined the United Church of Christs. In 1973 we joined Raymond UCC and four (4) other Methodist churches and formed the New Hope Larger Parish and sharing three (3) pastors and a daycare center. In 1992 we formed a Yoke with Raymond Community Church UCC and shared a $\frac{3}{4}$ time pastor. The Yoke was dissolved in December 31, 2025.

In 2010 we saw a need in the community and on February 23rd of that year we started providing a monthly community meal. No one came to that first meal! But word spread and we now serve anywhere from 75 to 100 people at each meal.

A few year ago our yoked partner (at the time) lost their daycare center. This eventually led to some financial insecurity on their part but we were able to support them by making some changes in their financial obligations to the Yoke.

In August of 2025, we became an Open and Affirming church. This was completed in the absence of a settled pastor.

Conflict resolution, values and practices

We appreciate the diversity of opinions among members. We know we don't always have to agree on matters but we love and respect one another. When the United Church of Christ denomination and the Wisconsin Conference became Open and Affirming, we did have one person who was not comfortable with that decision. That person met with our Deacons but ultimately he and his family left the church. However, we invite his daughter who is now an adult, to join us about twice a year with special music and he and the rest of the family join us for that service. We are always happy to welcome them. We have achieved Open and Affirming status from the Open and Affirming Coalition of the UCC.

We have always had a Pastor Parish Committee and encourage the congregation to share concerns with that committee as well as the pastor. All concerns are anonymous.

Ministerial history

Staff member's name	Years of service	UCC Standing
Rev. Henry Henricks	1989-1993	Yes
Rev. Glen Halbe, Interim	1994-1996	Yes
Rev. Manda Stack	1996-2019	Yes
Rev Kelsey Bebee	2019-2024	Yes
Rev. Howard Hunt, Interim	2024-Present	Yes

Learnings and relationships with prior ministers

See Pastor Kelsey's comments in "Who is God Calling Us to Become."

Relationships with past ministers

Has any past leader left under pressure or by involuntary termination: No

Has your church been involved in Situational Support Consultation: No

Has a past pastor been subject to 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

Relationships and activities in outward service and advocacy

The history of our church is filled with examples and instances of service to the church as well as to others.

As early as 1846 a sewing circle was formed and became the precursor to several groups throughout the years, culmination into what is not our Fellowship group, consisting of all members of our church – both men and women. Their mission is to provide fellowship and assist in projects as needed. Our fellowship group provides a luncheon after church once a month from September to May.

During the years of the Civil War, the women of the church organized into a Soldiers' Aid Group and sent barrels of food and clothing to the soldiers.

In 1871, throughout the Chicago Fire, the Ladies Aid Society baked bread, pared potatoes, packed bedding and clothing and whatever could be spared. Each day a wagon-load of supplies was taken to Racine then sent to Chicago by boat.

Over the last 180 years as a Sunday School and church, the actions of our members have been based on and guided by the Holy Bible and the motto Lend A Hand Society, who in 1893 paid for and installed a beautiful stained glass window on the front of the church with the following inscription:

LOOK UP AND NOT DOWN
LOOK FORWARD AND NOT BACK
LOOK OUT AND NOT IN
AND LEND A HAND

We are also guided by the words of our Statement of Faith of the United Church of Christ, from the 1981 version, which states in part:

You bestow upon us your Holy Spirit,
Creating and renewing the Church of Jesus
Christ, Binding in covenant faithful People
Of all ages, tongues and races.

You call us into your church
To accept the cost and joy of
Discipleship To be your servants in the
Service of others. To proclaim the
Gospel to all the world, And resist the
powers of evil
To share in Christ's baptism and eat at his

Table, to Join him in his passion and victory.

We have been guided by faithful pastors who have come to our church with years of experience; and by others with little or no experience, assuming the role of pastor out of the seminary. Each of them have provided the needed guidance to fulfill the church's mission.

We take to heart; Whoever you are, wherever you are on life's journey, you are welcome here. And we believe that God is still speaking.

And we are still listening, which brings us to our Union Grove Mission Statement:

As people of Faith, we welcome everyone to experience
the good news of God's love, joy in Christ, and communion in
Spirit as we reach out to our congregation, community, and world.

In testament to this mission, the church participates in the following service activities:

Community Meal

Union Grove Congregational UCC is the site for nine (9) free community meals each year. Most of the meals are prepared and served by the church members, but other churches and service organizations have offered, and have accepted, the opportunity to do the same, using the facilities of the Union Grove Congregational UCC church. This project has been supported by Raymond Community UCC, Lioness club, Union Grove High School FFA and Key Club, Union Grove Methodist, and the Union Grove Order of the Eastern Star Chapter. Attendance, both guests and workers, at these meals has ranged from 75 to 100. Both dine-in and carry-out meals are supported. The meal has truly been a source of a needed meal, as well as an opportunity for others to just share a time of social interaction.

Union Grove Area Food Bank

Union Grove Congregational UCC supports the local food bank in both monetary donations as well as food supplies. In addition to the meal, the attendees at our free Community Meal can choose items from a variety of items the church congregation has donated, and available for free. The items include canned goods, personal hygiene items, paper products, etc. One of our church members is on the Union Grove food bank board.

Prayer Blanket Mission Project

In testament to our faith in the power of prayer, members of the church are invited to help in hand tying prayer blankets. When the blanket is started, a prayer is said. Once completed, a closing prayer is offered. Once a blanket is requested, the blanket receives a blessing of comfort and healing by the Pastor during a church service. The blanket is then personally delivered to the recipient. We have provided 80 prayer blankets since the program's inception and approximately 20 in the last year alone.

School Supply Project – Christmas in July

In recent years we have taken a collection of money and school supplies for use in the local elementary school. We have recently added items for a student food bank at the local high school.

Gifts of Love

We support local families and others needing help in our community.

Support Groups

Our church offers Alcoholics Anonymous the use of space in our Sunday School building for weekly meetings.

Services to Non-Members

The Union Grove Congregational UCC has always been known as a church to offer pastoral services for baptism, weddings, funerals and other similar services to those who are not members of our church.

Communion

The celebration of Communion is open to all professing a belief in Christ. It is open to all members, non-members, all adults and children, with the approval of their parent(s).

Ecumenical Services

For the Lenten and Thanksgiving services, Union Grove Congregational UCC unites with other churches to offer an open invitation to community residents seeking to share in the services of the season.

Village Activities

For a church to be viable, it needs to be present in and before the community. Union Grove Congregational UCC maintains membership in the Chamber of Commerce. We also do a Trunk or Treat at Halloween.

Our wider mission

As stated in our Mission Statement we want to reach out to our community and the world. To this end we are supportive of the Wisconsin UCC Conference through donations and participation. We have members who have completed the courses offered through the Lay Academy, and other who participate on the Church and Ministry Team and the Fitness Review Team. We send delegates and additional participants to both the Wisconsin Conference annual meeting and the Southeast Association meetings. In 2019, our Pastor and some members attended and worked at the General Synod meeting in Milwaukee.

We have been recognized every year as a 5x5 supporter of our conference projects and the different areas and initiatives supported through them: Our Churches Wider Mission, Neighbors In Need, Strengthen the Church, The Christmas Fund, and One Great Hour of Sharing.

We were recognized as an Open and Affirming congregation by the ONA commission in August of 2025. We are against suppression of people of whatever reason. We support initiatives to rectify wrongs, but recognize that actions that are illegal or needlessly injure innocent people or their property should not be tolerated as a means to resolve issues.

We have discussed several of the UCC Statement of Witness and understand the position of the UCC Conference on the issues.

We have completed repairs to our 98 year old pipe organ.

UCC conference meetings, relationships, and activities

We have sent two members to Lay Academy. We currently have a lay member on the Church and Ministry team for the Wisconsin Conference. And we regularly send our delegates to the Wisconsin Annual Conference.

UCC Faith community participation

<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 GISS	<input type="checkbox"/> WISE Congregation for Mental Health
<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

Reflection on Faith Community Participation

We are a certified open and affirming church. We achieved this certification in the absence of a settled pastor

Mission statement compared to time spent

As people of faith, we welcome everyone to experience the good news of God's love, joy in Christ, and communion in Spirit as we reach out to our congregation, community, and world.

At Union Grove Congregational UCC, we seek to bear witness to the good news of God's love for the world by living into who Christ calls us to be. We do so by practicing Christ's greatest commandments: to love God and to love one another with all our mind, soul, and strength. As a church, we worship together, pray of one another, and serve the needs of our wider community together. We seek to respect one another's' individual spiritual journeys and pray that you feel welcome in discerning and growing our faith with us.

Ministers scope of work on behalf of the wider church

The Pastor is allowed and encouraged to participate in wider church ministries.

References

Reference 1 – Attachment C

Sarah Carpenter / None/ Regular Zoom Attendee

(516) 787-5543 / Sarah.Carpenter.mail@gmail.com

Reference 2 – Attachment D

Marjorie Martin / History Seekers of Union Grove Area

(262) 994-3344 / margemartin@hughes.net / Friend of church

Reference 3 – Attachment E

Tom & Deb Payden / Ministers / Guest Ministers

(414) 708-0285/(414) 08-1205 / TomPayden@gmail.com/dpayden@gmail.com

Closing Thoughts

Closing Prayer

Lord, you have been our guide as we moved through the process of self reflection defining our past, present, and desires for the future. We give thanks for all those who provided their insight into the process and the committee who have given their tie, and effort, to come to this point of completing the church profile. We pray that it will be a document to engage the best new settled pastor for our congregation to continue our traditions and open our eyes and minds to new pathways for serving our neighbors. In all we do we pray in your name. Amen.

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? *Tom Davidson, Mary Spreeburg, Tom Stone, Alice Pynaker, Daryl Kolb, Jim Waligora*
2. Additional comments for interpreting the profile. None

Signed:

Tom Davison/Moderator/ 1/16/2026

Validation by Conference

The congregation is currently in good standing with the conference named:

Wisconsin Conference

To the best of my knowledge, ministerial history information is complete.

To the best of my knowledge, available church financial information is presented thoroughly.

My signature below attests to the above three items.

Name/Title: Rev. Rachel Bauman

Email: rbauman@wcucc.org

Phone: 608-630-2992

Date: January 20, 2026

Attachments

Attachment A – 11 year profile

See attached

Attachment B – Budget

Available upon request

Attachment C – Sarah Carpenter Reference

Dear Union Grove United Church of Christ Search Committee,

I currently live on Long Island in NY and since the start of COVID, I have been a regular visitor of the Union Grove Church by Zoom. I have continued to attend services due to the wonderful membership of this Church. My father, Tom Stone is a member of this Church and everyone has been supportive of him both before and after the loss of my Mother, Cindy Stone. The Church has been there for me during my concerns of him being in WI as he navigated his new life and also there as he celebrated his commitment to his new life partner, Arlene.

This is a wonderful, loving Church and I am very honored to be part of it. I strongly recommend this Church to anyone seeking a new call. I would be happy to discuss any of my personal experiences as needed.

Sincerely,

Sarah Carpenter

Attachment D – Marjorie Martin Reference

February 8, 2024

To whom It May Concern

The Union Grove Congregational United Church of Christ: A Pillar of the Community

As a long-time institution in the community the Union Grove Congregational United Church of Christ (UCC) has meet the material and spiritual needs of all people.

The UCC's community meal initiative, Christmas in July and support of students in need have undoubtedly had a positive impact on the community. These initiatives provide warm clothing, school supplies, breakfast foods and gifts to individuals who may otherwise go without. By offering these resources, the UCC helps alleviate some of the burdens faces by vulnerable populations, promote equality and social cohesion. Furthermore, the UCC's presence in the community events fosters a sense of belonging and togetherness.

I am fortunate to be a fifth-generation member of this close-knit community, where the UCC holds a special place in the hearts of its people. My ancestors, with unwavering faith and devotion, attended this historic church, passing down stories and traditions from one generation to the next. The UCC is more than just a place of worship!

Marjorie Martin

5822 57th Dr

Sturtevant, WI 53177

(262) 994-3344

Attachment E – Tom and Deb Payden Reference

February, 2024

During our six years of retirement we have led worship services at Raymond and Union Grove numerous times. The members of both congregations are warm and welcoming, and they have built-up church communities where those present are known and loved by all who gather there. This is not to say that these churches are somehow isolated from the communities around them—far from it! Both congregations take their call to discipleship seriously and have a number of long-term outreach ministries that touch people beyond the four walls of their buildings. Members of both congregations have been involved in broader Wisconsin Conference UCC ministries. They not only financially support their own congregations but also the larger United Church of Christ.

We have come to refer to the kinds of people who make up these congregations as “salt of the earth” people. They are the people you would want as neighbors. They have strong characters you can depend on when situations are difficult. They are inquisitive and joyous about their faith. They are open to new ideas and possibilities nurtured in gentle and faith-filled ways. They have had a long-ter clergy followed by another who left only to be closer to family out west. Both of these ministers were beloved by these churches. They have been through ties of uncertainty and have come out on the other side with a realistic view of life and a faithful hope that carries them forward. These disciples intend in their church and daily living to follow the Way of Jesus Christ to the best of their abilities.

We would whole-heartedly recommend these congregations to Pastors who are in the midst of a Search Process

Rev. Deborah Payden

(414) 708-1205

dpayden@gmail.com

Rev. Thomas Payden

(414) 708-0285

tompayde@gmail.com



United Church of Christ
ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED
IN UCC YEARBOOKS

Church: 2980 - Union Grove Congregational UCC - Union Grove, WI

Assoc/Conf: Wisconsin
 Schedule: 0 - UCC Church

Year	Members	AVG Weekly Attendance	CHR ED / Faith Form	Confirmation	Confession	Transfer Or Reaffirm	Death Or Trans Out	Other Losses	Net Membs Adds-Removed
2014	75	32	13	2	0	6	2	3	3
2015	80	35	10	0	0	5	0	0	5
2016	79	29	12	0	0	0	1	0	-1
2017	77	30	10	0	0	0	2	0	-2
2018	75	25	6	1	0	1	2	2	-2
2019	82	28	3	0	5	0	1	0	4
2020	79	25	18	0	0	0	3	0	-3
2021	74	25	12	0	0	1	3	0	-2
2022	54	30	17	0	0	1	2	19	-20
2023	56	30	6	1	0	3	2	0	2
2024	64	30	6	0	0	10	0	2	8

Year	Current Expenses	Capital Payments	Basic Support	Additional UCC Giving	Total OCWM	Other Support	Wider Mission	Basic Supp % Curr Local	Total Expend	Pledges And Offerings
2014	\$73,523.00	\$0.00	\$2,400.00	\$598.00	\$2,998.00	\$200.00	\$3,198.00	3%	\$73,723.00	\$54,374.00
2015	\$75,456.00	\$0.00	\$2,400.00	\$525.00	\$2,925.00	\$300.00	\$3,225.00	3%	\$75,756.00	\$55,400.00
2016	\$75,456.00	\$0.00	\$2,400.00	\$524.00	\$2,924.00	\$100.00	\$3,024.00	3%	\$75,556.00	\$55,300.00
2017	\$85,180.00	\$0.00	\$2,200.00	\$318.00	\$2,518.00	\$176.00	\$2,694.00	3%	\$85,356.00	\$52,688.00
2018	\$155,506.00	\$0.00	\$2,600.00	\$520.00	\$3,120.00	\$200.00	\$3,320.00	2%	\$155,706.00	\$52,266.00
2019	\$83,730.00	\$0.00	\$2,400.00	\$925.00	\$3,325.00	\$940.00	\$4,265.00	3%	\$84,670.00	\$59,305.00
2020	\$115,007.00	\$0.00	\$2,400.00	\$40.00	\$2,440.00	\$0.00	\$2,440.00	2%	\$115,007.00	\$52,563.00
2021	\$67,140.00	\$0.00	\$2,400.00	\$3,651.00	\$6,051.00	\$0.00	\$6,051.00	4%	\$70,341.00	\$50,152.00
2022	\$71,345.00	\$0.00	\$2,400.00	\$600.00	\$3,000.00	\$630.00	\$3,630.00	3%	\$72,300.00	\$49,755.00
2023	\$3,000.00	\$55,000.00	\$2,650.00	\$2,600.00	\$5,250.00	\$0.00	\$5,250.00	88%	\$60,000.00	\$63,580.00
2024	\$23,000.00	\$84,000.00	\$2,085.00	\$2,297.00	\$4,382.00	\$0.00	\$4,382.00	9%	\$109,000.00	\$42,285.00

% Change	Members	Avg Weekly Attendance	CHR ED/ Faith Form	Total Additions	Total Removals	CURR Local Expenses	Total OCWM	Total Expenditures
2019 - 2024	-21.95	7.14	100.00	100.00	100.00	-72.53	31.79	28.74
2014 - 2024	-14.67	-6.25	-53.85	25.00	-60.00	-68.72	46.16	47.85

For more information about report data, please visit [Data-Hub-Church-Field-Guide.pdf](#)