

# UNITED CHURCH OF CHRIST

## LOCAL CHURCH PROFILE

Union Grove Congregational Church UCC  
Union Grove, Wisconsin

Settled Pastor

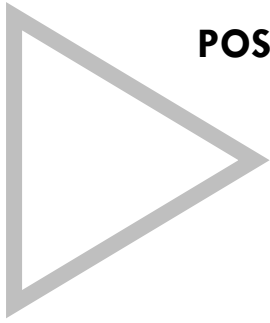
Wisconsin Conference/Southeast Association

March 4, 2024

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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)*



## POSITION POSTING

LISTING INFORMATION

SCOPE OF WORK

COMPENSATION & SUPPORT

WHO IS GOD CALLING TO MINISTER WITH US?

### LISTING INFORMATION

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Church name: Union Grove Congregational Church UCC

Street address: 1106 11<sup>th</sup> Ave, Union Grove, WI 53182

Email: [ugcongucc@gmail.com](mailto:ugcongucc@gmail.com)

Website: [www.ugcongregational.org](http://www.ugcongregational.org)

Facebook: [ugcongucc](https://www.facebook.com/ugcongucc)

Conference: Wisconsin Conference

Association: Southeast Association

UCC Conference or Association Staff Contact Person :

Rev Rachel Bauman, Associate Conference Minister

Email: [rbauman@wcucc.org](mailto:rbauman@wcucc.org)

Phone: 608-630-2292

#### Summary Ministry Description:

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

Union Grove 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 larger world.

#### 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.

Current size of membership: 56 Members

Languages used in ministry: English

Position Title: Settled Pastor

Position Duration :

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

Compensation Level:

Full Time or ¾ Time, between two churches

Does the total support package meet conference compensation guidelines? Yes

## SCOPE OF WORK

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Core Competencies:

- 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.
- Works regularly at bringing new members into the church.
- Reaches out to inactive members.
- Is a person of faith.

Fulfill the normal duties of a pastor including but not limited to:

- Lead and preach the congregation's worship services.
- Administer church business and oversee the church staff.
- Work with the congregation's 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.

## COMPENSATION AND SUPPORT

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Salary Basis: We follow the UCC Guidelines

Benefits:

Salary plus Benefits

What is the expected living situation for your next minister? Minister shall determine how much of salary is housing allowance.

Comment on the residential/commuting expectations for your next minister. Minister will be serving two churches Union Grove Congregational and Raymond Community Church,UCC. They are 9 miles apart.

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

The Wisconsin Conference, UCC provides Seminary Debt Reduction Grants which are based on need and may be renewed annually for up to five years. Additionally, The Wisconsin 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 Wisconsin 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 Wisconsin Conference encourages both personal and professional growth of authorized ministers through its Coaching program.

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

## WHO IS GOD CALLING TO MINISTER WITH US?

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

We are a relatively small, but growing, congregation of believers. We entrust 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.

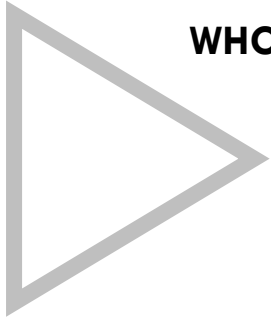
Joint goals should include further development of caring and diverse ministries; joint efforts to assimilate new members and friends, and an emphasis on attracting those with special needs to include families with children and youth and singles.

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

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.

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

English is the primary language of the 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 you to become as a congregation?

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 pastor Kelsey Bebee had this to say about our church, and we feel that 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 to Amazing Grays, you embrace the idea that God often meets us at the table.”*

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

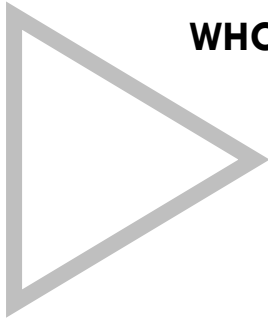
We want to become even more active in our community, serving not only our members but also others in areas where we can make a real difference.

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

1. Hunger and the need for fellowship = through our Community Meal.
2. Drug and alcohol abuse = offering use of our building for AA and Al-Anon meetings.
3. Lack of school supplies in local elementary school = Christmas in July Mission project.
4. 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 in an attempt to focus our efforts on those areas where our participation can make a real difference.





## 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

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Describe several strengths or positive qualities of your congregation.

“As people of faith, no matter who you are or where you are on life’s journey, you are welcome here” 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. 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 has 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. Once it was deemed safe to meet, the plan was expanded to allow socially distanced outdoor worship. This involved many different congregants providing their expertise to make this happen.

Describe what worship is like when your congregation gathers.

We always welcome our visitors and are known for how friendly we are. 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 are currently in 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 40-50 minutes long. We share a pastor with our yoked church, Raymond Community Church UCC. Worship times alternate between churches each year from 9:00am and 10:45am.

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

Our church provides several educational forums for faith formation and maintenance. While we offer curriculum for bible study and confirmation, we are not afraid to try other outlets. We offer co-sponsored book 'club/study/discussion' with our yoked church. We offer 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.

Describe how your congregation is organized for ministry and mission.

Our congregation is organized by committee, with members often participating on two or more committees. As mentioned previously we are yoked with our sister church, the Yoke Council and Pastor Parish are shared committees.

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

## **11-YEAR REPORT**

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*See Attachment A*

## CONGREGATIONAL DEMOGRAPHICS

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Describe those who participate in your church.

|  |    | <i>Is this number an estimate? (check if yes)</i> |
|--|----|---|
| Number of active members:                                | 25 |   |
| Number of active non-members:                            | 31 |   |
| Total of church participants (sum of the numbers above): | 56 |   |

Percentage of total participants who have been in the church:

|                                  |     | <i>Is this number an estimate? (check if yes)</i> |
|----------------------------------|-----|---|
| More than 10 years:              | 60% | x   |
| Less than 10, more than 5 years: | 16% | x   |
| Less than 5 years:               | 24% | x   |

Number of total participants by age:

| 0-11 | 12-17 | 18-24 | 25-34 | 35-44 | 45-54 | 55-64 | 65-74 | 75+ | <i>Are these numbers an estimate? (check if yes)</i> |
|------|-------|-------|-------|-------|-------|-------|-------|-----|--|
| 2    | 0     | 2     | 4     | 10    | 15    | 8     | 9     | 6   | x  |

Percentage of adults in various household types:

|                                 |    | <i>Is this number an estimate? (check if yes)</i> |
|---------------------------------|----|---|
| Single adults under 35:         | 8  | x   |
| Joint household with minors:    | 1  |   |
| Single adults age 35-65:        | 8  | x   |
| Joint household with no minors: | 22 | x   |
| Single adults over 65:          | 4  | x   |

Education level of adult participants by percentage:

|                         |    | <i>Is this number an estimate? (check if yes)</i> |
|-------------------------|----|---|
| High school:            | 11 | x   |
| College:                | 18 | x   |
| Graduate School:        | 4  | x   |
| Specialty Training:     |    |   |
| Other (please specify): |    |   |

Percentage of adults in various employment types:

|                                    |     | <i>Is this number an estimate? (check if yes)</i> |
|------------------------------------|-----|---|
| Adults who are employed:           | 50% | x   |
| Adults who are retired:            | 40% | x   |
| Adults who are not fully employed: | 6%  | x   |

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

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

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

We do not ask people their ethnicity.

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

Currently proceeding on becoming Open and Affirming even in the absence of a pastor.

## **PARTICIPATION AND STAFFING**

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

| Ways of Gathering                | Estimated number of people involved in attendance  | Who plans each of the listed gatherings? <i>(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</i> |
|----------------------------------|--|---|
| Adult Groups or Classes          | 25 meet about 7 times a year                       | Fellowship Officers   |
| Baptisms                         | 2  | Pastor & Deacons  |
| Children's Groups or Classes     | 2  | Board of Christian education (Sunday school teachers)   |
| Christmas Eve and Easter Worship | 40-50  | Pastor  |
| Church-wide Meals                | 30, about 7 times a year                           | Fellowship  |
| Choirs and Music Groups          |  |   |
| Church-based Bible Study         | 10 (Zoom)  | Pastor  |
| Communion                        | Every month, Easter, Thanksgiving, & Christmas Eve | Pastor and Diaconate Board  |
| Community Meals                  | 50-125, Sept-June                                  | UGUCC Committie   |
| Confirmation                     | 1  | Pastor  |
| Drama or Dance Program           |  |   |

|   |   |  |
|---|---|--|
| Funerals                                    | 1   | Pastor & Special Events  |
| Intergenerational Groups                    |   |  |
| Outdoor Worship                             | 50  | Yoke Council & Picnic Committee  |
| Prayer or Meditation Groups                 |   |  |
| Public Advocacy Work                        |   |  |
| Retreats                                    |   |  |
| Theology or Bible Programs in the Community |   |  |
| Weddings/Commitment Ceremonies              | 2   | Pastor and Special Events Committee  |
| Worship (time slot: 9:00 am)                | 30  |  |
| Worship (time slot: 10:45)                  | 30  | Worship times alternate yearly between Yoked churches. Starting the first Sunday in June, per Yoke Agreement |
| Young Adult Groups or Classes               |   |  |
| Youth Groups or Classes                     |   |  |
| Other                                       | 4-6 Dr Who and Society<br>2-5 Prayer<br>Blanket Mission | Involved individuals   |

Additional comments:

We added 4 new members in the last year.



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?<br><i>(3 or 4 or No)</i> | Ministry Setting | Type of Ministry Role | Retired?<br><i>(Y or N)</i> |
|------|---|------------------|-----------------------|-----------------------------|
|      |   |                  |                       |                             |
|      |   |                  |                       |                             |
|      |   |                  |                       |                             |

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

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

| Staff Position  | Head of Staff? | Compensation<br>(full time, part time, volunteer) | Supervised by | Length of Tenure for current person in this position |
|-----------------|----------------|---|---------------|--|
| Admin Assistant | Pastor Parish  | Part time   | Pastor        | 2 years  |
| Organist        | Pastor Parish  | Part Time   | Pastor        | 20+ years  |
|                 |                |   |               |  |

**REFLECTION**

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

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 fifty six (56) 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 the 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 UCC in the community.

## CHURCH FINANCES

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

| Source   | Amount    |
|--|-----------|
| Annual Offerings and Pledged Giving                              | \$50,000  |
| Endowment Proceeds   | N/A       |
| Endowment Draw   | N/A       |
| Fundraising Events   | \$2000    |
| Gifts Designated for a Specific Purpose (Organ renovation drive) | \$10,000  |
| Grants   | \$800     |
| Rentals of Church Building                                       | \$0       |
| Rentals of Church Parsonage                                      | N/A       |
| Support from Related Organizations                               | \$2000    |
| Transfers from Special Accounts                                  | \$        |
| Other (specify):   | \$        |
| Other (specify):   | \$        |
| <b>TOTAL</b>   | <b>\$</b> |

Current annual expenses (dollars budgeted for most recent fiscal year): \$83,000

See Attachment B

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 50%

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?

\_Y\_ Our Church's Wider Mission (OCWM – Basic Support)

\_Y\_ One Great Hour of Sharing

\_Y\_ Strengthen the Church

\_Y\_ Neighbors in Need

\_Y\_ Christmas Fund

And has been as far back as any can remember

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? We budget the amount and pay more if more donations are received

What is the church's current indebtedness?

Total amount of loan debt: None

Are capital and other payments current? Yes

If a building program is projected or underway, describe it, including the projected start/end date of the building project and the total project budget.

We currently have a pledge drive underway to refurbish our 100+ year old pipe organ, the drive is hoping to raise \$27,000. Currently we have more than \$17000 received and another \$2000 pledged, the campaign started recently.

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

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

If a capital campaign is underway or anticipated, describe:

| Year(s) | Purpose             | Goal    | Result | Impact      |
|---------|---------------------|---------|--------|-------------|
| 2024    | Organ Refurbishment | \$27000 | \$     | In Progress |
|         |                     | \$      | \$     |             |

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

Support for our worship service.

Does your church have an endowment? No

Other Assets

Reserves (savings): \$ 85,000

Investments (other than endowment): \$ 257,000

Does your church have a parsonage? No

Describe all buildings owned by the church:

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

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

None

Which spaces are accessible to wheelchairs? Worship Space, Fellowship Hall (via chair elevator)

## HISTORICAL INFORMATION

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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.

Our church was established in 1844 and was 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 Christ. In 1973 we joined Raymond UCC and four (4) Methodist churches and formed the New Hope Larger Parish sharing three (3) pastors and a daycare center. In 1992 we formed a Yoke with the Raymond Community Church UCC and share a ¾ time pastor.

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 50 to 125 people at each meal.

A few years ago our yoked partner 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.

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 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 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 (Y/N) |
|--------------------------|------------------|--------------------|
| Rev. Henry Henricks      | 1989-1993        | Y                  |
| Rev. Glen Halbe, Interim | 1994-1996        | Y                  |
| Rev. Manda Stack         | 1996-2019        | Y                  |
| Rev. Kelsey BeeBe        | 2019-2024        | Y                  |

Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership: See Pastor Kelseys comments in “Who is God Calling Us to Become”.

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

No

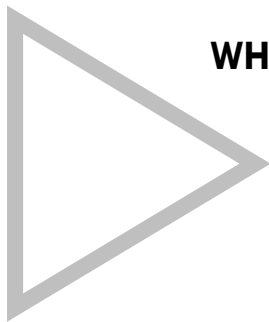
Has your church been involved in a Situational Support Consultation?

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

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How do the relationships and activities of your congregation extend outward in 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, culminating into what is now our Fellowship group consisting of all members of the 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 Aide 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, and 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 of the Lend A Hand Society, who in 1893 paid for and installed the 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 UCC 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 church members, but other churches and service organizations have offered, and accepted, the opportunity to do the same, using the facilities of the Union Grove UCC church. This project has been supported by the Raymond Community UCC, our yoked partner church, Lioness Club, Union Grove Community State Bank, Union Grove High School Key Club and the Union Grove Order of the Eastern Star Chapter. Attendance, both guests and workers, at these meals has ranged from 50 to 125. 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. As an aid to the food, the attendees at our free Community Meal can choose items from a variety of items the church has on hand and available for free = 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, the members of the church are invited to help in hand tying prayer blankets. As each tie is made, a prayer or thought of healing or comfort is said for the individual who will receive the blanket. Once completed 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 35 prayer blankets since the programs inception and approximately 12 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.

- **White Gift Project - Christmas**

For many years, the church has undertaken various projects to help families in Appalachia, as well as families in the local area with gifts at Christmas.

- **Support Groups**

Our church allows several Support groups to use 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 UCC unites with other churches (mainly Methodist) 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. Through the yoke, Union Grove UCC maintains membership in the Chamber of Commerce. We participate in the Village Sponsored Super Saturday. We also do 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 others 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 feel as though we are a welcoming and open church; and a church mindful of the needs of all people regardless of sex, age, abilities, color, economic status, or sexual orientation. We are against the suppression of people for 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 Statements of Witness and understand the position of the UCC Conference on the issues. But on issues surrounding immigration and Open and Affirming we have not taken an active stance other than adhering to the principle that all are welcome at our table to experience the good news of God's love, Joy in Christ and communion in Spirit.

Our congregation has begun the process of becoming Open and Affirming. The next step in this process is the small group meetings. We feel this is important enough that we are continuing this process even in the absence of a settled pastor.

We have also approved the updating and repair of our 100+ year old pipe organ and are starting a pledge drive to help fund the repairs. These repairs are expected to be complete in April of 2024.

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

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

Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations. (Find more information as desired at [ucc.org](http://ucc.org).) Check any statements below that apply to your UCC faith community.

- |  |  |
|--|--|
| <input type="checkbox"/> Accessible to All (A2A)           | <input type="checkbox"/> Just Peace                            |
| <input type="checkbox"/> Creation Justice                  | <input type="checkbox"/> Global Mission Church                 |
| <input type="checkbox"/> Economic Justice                  | <input type="checkbox"/> Open and Affirming (ONA)              |
| <input type="checkbox"/> Faithful and Welcoming            | <input type="checkbox"/> WISE Congregation for Mental Health   |
| <input type="checkbox"/> God Is Still Speaking (GISS)      | <input type="checkbox"/> Other UCC designations:               |
| <input type="checkbox"/> Border and Immigrant Justice      | <input type="checkbox"/> Designations from other denominations |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I'M) | <input checked="" type="checkbox"/> None                       |

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

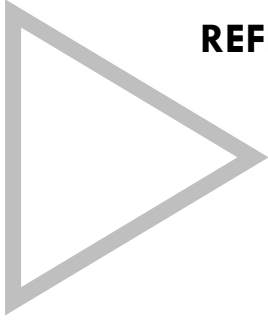
We are in the process of becoming open and affirming, even in the absence of a pastor.

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

*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 the 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 for 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 your faith with us.

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



## REFERENCES

Name up to three people who have agreed to serve as phone and written references. Advise the three references: “The contact information you provide may be shared publicly. Please use contact information that you feel comfortable giving to candidates so they can reach you with their questions.”

Make sure they are not members of your church but are persons who know your church well enough to be helpful to candidates seeking more information. Request a letter from each reference in answer to the four prompts below. Attach the letters (up to three) as desired.

### REFERENCE 1 – Attachment C

Sarah Carpenter / None / Regular Zoom Attendee  
(516-768-5543 / sarah.carpenter.mail@gmail.com  
/ Regular Zoom Attendee)

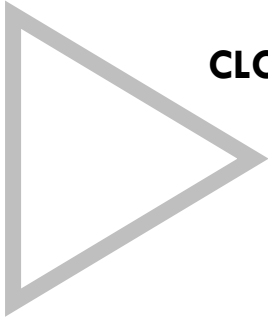
### REFERENCE 2 – Attachment D

Marjorie Martin / History Seekers of the Union Grove Area  
(262-994-3344 / margemartin@hughes.net / Friend of the church)

### REFERENCE 3 – Attachment E

Tom & Deb Payden / Ministers / Guest Ministers  
(414-708-0285/414-708-1205 / tompayden@gmail.com/dpayden@gmail.com / Guest Ministers)





## **CLOSING THOUGHTS**

CLOSING PRAYER

STATEMENT OF CONSENT

CONFERENCE/ASSOCIATION VALIDATION

### **CLOSING PRAYER**

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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 time, 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

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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 Spreeberg, Thomas R Stone, Doris Deschler, Daryl Kolb, Jim Waligora*
2. Additional comments for interpreting the profile:

Signed:

Tom Davidson / Moderator / Date:

## VALIDATION BY CONFERENCE/ASSOCIATION

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The congregation is currently in good standing with the association / conference named.

Staff Comment:

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

Staff Comment:

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

Staff Comment:

My signature below attests to the above three items.

Signature:



Name / Title: Rev. Rachel Bauman/Associate Conference Minister

Email: rbauman@wcucc.org

Phone: 608-630-2992

Date: March 6, 2024

## **ATTACHMENTS**

Attachment A – 11 year profile

Attachment B – Budget

Attachment C – Sarah Carpenter Reference

Attachment D – Marjorie Martin Reference



This document is created through support to Our Church’s Wider Mission (OCWM) and is only possible through the covenantal relationships of all settings of the United Church of Christ.

*“Jesus answered them, ‘Have faith in God!’” – Mark 11:22*

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

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 faced 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 that just a place of worship!

Marjorie Martin  
4822 57<sup>th</sup> Dr  
Sturtevant, WI 53177  
262-994-3344



Letter of Recommendation for  
Raymond Community United Church of Christ and  
Union Grove United Church of Christ

February, 2024

During our six years of retirement we have led the 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-term 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 times 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](mailto:dpayden@gmail.com)

Rev. Thomas Payden  
414-708-0285  
[tompayden@gmail.com](mailto:tompayden@gmail.com)

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



**Church#:** 862980

**Assoc:** 832      **Schedule:** 0      Union Grove Congregational UCC      Union Grove      WI      53182

| YEAR | MEMBERS | AVG WEEKLY ATTENDANCE | CHR ED/ FAITH FORM | CONFIRMATION | CONFESSION | TRANSFER OR REAFFIRM | DEATHS OR TRANS OUT | OTHER LOSSES | NET MEMBS ADDS-REMOVED |
|------|---------|-----------------------|--------------------|--------------|------------|----------------------|---------------------|--------------|------------------------|
| 2012 | 74      | 35                    | 8                  | 1            | 0          | 4                    | 0                   | 0            | 5                      |
| 2013 | 72      | 33                    | 12                 | 0            | 0          | 0                    | 2                   | 0            | -2                     |
| 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                    |

| YEAR | CURRENT EXPENSES | CAPITAL PAYMENTS | BASIC SUPPORT | TOT OTHER UCC GIVING | TOTAL OCWM | OTHER GIFTS | WIDER MISSION | BASIC SUPP% CURR LOCAL | TOTAL EXPEND | PLEDGES AND OFFERINGS |
|------|------------------|------------------|---------------|----------------------|------------|-------------|---------------|------------------------|--------------|-----------------------|
| 2012 | \$64,134         | \$0              | \$2,200       | \$563                | \$2,763    | \$300       | \$3,063       | 3.43                   | \$67,197     | \$56,500              |
| 2013 | \$59,209         | \$0              | \$2,400       | \$314                | \$2,714    | \$200       | \$2,914       | 4.05                   | \$62,123     | \$55,300              |
| 2014 | \$73,523         | \$0              | \$2,400       | \$598                | \$2,998    | \$200       | \$3,198       | 3.26                   | \$76,721     | \$54,374              |
| 2015 | \$75,456         | \$0              | \$2,400       | \$755                | \$3,155    | \$300       | \$3,455       | 3.18                   | \$78,911     | \$55,400              |
| 2016 | \$75,456         | \$0              | \$2,400       | \$862                | \$3,262    | \$100       | \$3,362       | 3.18                   | \$78,818     | \$55,300              |
| 2017 | \$85,180         | \$0              | \$2,200       | \$318                | \$2,518    | \$176       | \$2,694       | 2.58                   | \$87,874     | \$52,688              |
| 2018 | \$155,506        | \$0              | \$2,600       | \$520                | \$3,120    | \$200       | \$3,320       | 1.67                   | \$158,826    | \$52,266              |
| 2019 | \$83,730         | \$0              | \$2,400       | \$925                | \$3,325    | \$940       | \$4,265       | 2.87                   | \$87,995     | \$59,305              |
| 2020 | \$115,007        | \$0              | \$2,400       | \$40                 | \$2,440    | \$0         | \$2,440       | 2.09                   | \$117,447    | \$52,563              |
| 2021 | \$67,140         | \$0              | \$2,400       | \$3,651              | \$6,051    | \$0         | \$6,051       | 3.57                   | \$73,191     | \$50,152              |
| 2022 | \$71,345         | \$0              | \$2,400       | \$600                | \$3,000    | \$630       | \$3,630       | 3.36                   | \$74,975     | \$49,755              |

| % CHANGE  | MEMBERS | AVG WEEKLY ATTENDANCE | CHR ED/ FAITH FORM | TOTAL ADDITIONS | TOTAL REMOVALS | CURR LOCAL EXPENSES | TOTAL OCWM | TOTAL EXPENDITURE |
|-----------|---------|-----------------------|--------------------|-----------------|----------------|---------------------|------------|-------------------|
| 2017-2022 | -29.87  | 0.00                  | 70.00              | 0.00            | 950.00         | -16.24              | 19.14      | -14.68            |
| 2012-2022 | -27.03  | -14.29                | 112.50             | -80.00          | 0.00           | 11.24               | 8.58       | 11.57             |

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.