

UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

[Zwingli United Church of Christ]
[Monticello, Wisconsin]

[Settled Full Time Pastor]

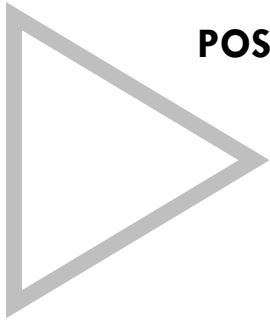
[Wisconsin Conference/Southwest Association]

[May 16, 2024]

LOCAL CHURCH PROFILE CONTENTS

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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

Church name: **Zwingli United Church of Christ**

Street address: **416 E. Lake Ave, Monticello WI 53570**

Supplemental web links: (web) **zwingliucc.com**

(Facebook) **Zwingli United Church of Christ Monticello**

(Email) **zwingliuccmonticello@gmail.com**

Conference: **Wisconsin UCC Conference**

Association: **Southwest Association**

UCC Conference or Association Staff Contact Person (Name, Title, Phone, Email):

Rev. Rachel Bauman, Associate Conference Minister

608-630-2992

rbauman@wcucc.org

Summary Ministry Description:

In a short paragraph, reflect on where your church is going and what it might look like when you get there. What do you need to get there? Who are you seeking to join you on this part of your church's faith journey?

Zwingli UCC is in Monticello, WI, the heart of Green County. We are seeking a full-time pastor who is personable, energetic and innovative serving all members of our congregation. As the only church in town, Zwingli needs a community minded pastor – one who will be a strong partner and active in community outreach, thereby helping us to fulfill our mission statement, “Inviting all to follow Jesus through faith and action.”

Photographs:

Insert 1 – 3 images of your church, its people, its parsonage or building or gathering space, etc.

Learn more about us at our website and on Facebook for photos of community involvement, ministries, and church events/programs.

Website: **zwingliucc.com**

Facebook: **Zwingli United Church of Christ Monticello**

What we value about living in our area:

Monticello is a friendly and inviting community of families and friends that care about one another. We are in the beautiful rolling hills and farmlands of rural Green County, Wisconsin and enjoy a great school district; lots of outdoor appeal including lakes, bike trails, and a nearby state park, and known for its world class cheese. Monticello is conveniently located within 30 minutes to Madison, and within 2 - 2 1/2 hours to Milwaukee and Chicago.

Current size of membership:

Currently there is a role of 417 members, however, many of those members no longer live in the community and opted not to change membership. The average attendance can range from 50 - 90 on a typical Sunday. 125+ on holidays and special occasions.

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

English only; however, the Hispanic population continues to grow in the county. Speaking Spanish would be a plus but not a requirement.

Position Title: Settled Full Time 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: \$60,000 total compensation plus parsonage

Does the total support package meet conference compensation guidelines?

Our total compensation is \$60,000 plus parsonage. We will work with our candidate in how to allocate this compensation.”

SCOPE OF WORK

Worship:

- Prepares sermons and leads Sunday worship, as well as special holiday services
- Facilitates weddings, funerals, baptisms as needed
- Helps to develop leadership qualities in lay leaders; encourages continued participation as liturgists in church worship services

Pastoral Care:

- Visits homebound and those in care facilities
- Visits those who are hospitalized

Christian Education:

- Provides opportunities for self-development of faith for all ages
- Faith formation through Bible study, deepening spiritual connections with others

Fellowship & Community Building:

- Community engagement having a presence and becoming involved in community programs, projects, and outreach that demonstrate Gods love towards others.
- Provides Chaplain services for community organizations
- Be a representative of the church to local organizations
- Advocates for social justice and environmental stewardship
- Increases digital ministry presence in the community and on-line worship
- Interfaith dialogue and cooperation

Conference & Association:

- Participates in Wider Church activities
- Attends Conference and Association meetings/conferences

Administrative/Business:

- Attend monthly consistory meetings
- Provide guidance for the stewardship of the church
- Supervision of church staff

Core Competencies:

- An effective minister
- Compassionate and caring providing a secure and safe environment
- Makes pastoral calls to those in hospitals and care facilities, and reaches out to those that are homebound
- Be a person of vision who can help Zwingli expand its outreach and invite others to join us

COMPENSATION AND SUPPORT

Salary Basis (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*): \$60,000 total compensation plus parsonage

Benefits: Salary includes Optional Benefits

What is the expected living situation for your next minister (*e.g. parsonage, living nearby with a housing allowance, living elsewhere to commute as needed*)?

Parsonage

State any incentives (*e.g. school debt reduction or retention bonus after a certain number of years in position*):

Sabbatical after 5 years

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

Minister Support Group – “Community of Practice” meets monthly.

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: NA

WHO IS GOD CALLING TO MINISTER WITH US?

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

We are known for being the center of our community as well as being active, welcoming, and spiritually committed to our mission “Inviting all to follow Jesus through faith & action.” We are seeking a pastor that:

- Provides leadership that will attract young families
- Helps us to grow the church
- Enhances and expands community outreach continuing our relationships with established partnerships
- Provides meaningful and inspiring church services
- Provides pastoral care and counseling to those in need
- Provides guidance that will engage our theologically and politically diverse congregation in a better understanding of social justice in the context of our faith
- Will be a visionary/shepherd – leading the members through transition & into the future

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

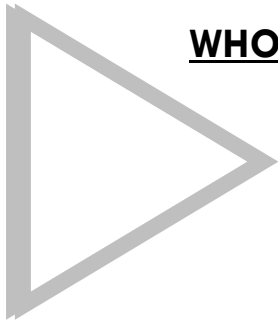
- Seeks a pastor who has a passion for youth, mission, and community
- Is supportive of and respectful of established practices at Zwingli but able to recommend innovative approaches to expand its reach. We know that it takes everyone to help and volunteer if we are going to expand our membership and participation, but would like a pastor who could make suggestions and share exciting new ways that could assist our congregation in achieving this goal.
- Creates a continued and strong presence in the community building on existing and new relationships with community partners
- Is engaged in strengthening interfaith ties with sister church & neighboring churches

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

Only English is spoken in the services, however, the Hispanic population continues to grow in the county, and they are looking for services in their language. Speaking Spanish is not a requirement but would be a plus and an opportunity to invite the Hispanic families into Zwingli.

Based on what you have learned about who your church is, who your church's neighbor is, and who God is calling the church to become, describe four areas of excellence from *The Marks of Faithful & Effective Authorized Ministry* that your next minister will display to further equip the congregation's ministry in these areas.

- 1) Exhibits a spiritual foundation and ongoing spiritual practice
- 2) Building Transformation Leadership Skills
- 3) Caring for all creation
- 4) Strengthening Inter & Intrapersonal assets



WHO IS GOD CALLING US TO BECOME?

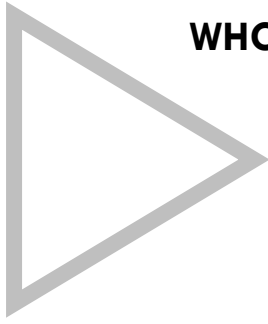
“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.” (Matthew 22:37 NRSV)

Who is God calling you to become as a congregation?

We are a welcoming church that believes in extravagant welcome and fellowship inviting all to follow Jesus through faith & action.

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

- 1) Drive-in Worship Service - this allowed us to continue our worship services during Covid. This was done monthly and averaged 50-75 of participants. The outdoor services were well received, and the plan is to continue to have more in the future.
- 2) Video Ministry/Use of technology - during the Covid pandemic more technology was introduced to reach more church members and those looking for a church home. Services were live streamed You Tube, Facebook/Website. Midweek Devotions, a Zoom Bible Study, and CD's were developed for the homebound and care facility residents so they could continue to hear worship services.
- 3) The Consistory participated in a 2-day strategic meeting in 2022. The vision was to plan & implement a strategic plan and goals. Changes in Consistory and the notice of the pastor leaving has delayed that vision. We anticipate developing a strategic plan and goals with our settled pastor.
- 4) The Community Meal was introduced by the church providing a free meal to all as well as offering support, companionship, and fellowship to counteract the feelings of isolation during Covid. We continue to offer free will offering meals monthly.



WHO ARE WE NOW?

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

CONGREGATIONAL REFLECTIONS

11-YEAR REPORT

CONGREGATIONAL DEMOGRAPHICS

PARTICIPATION AND STAFFING

CHURCH FINANCES

HISTORICAL INFORMATION

CONGREGATIONAL REFLECTIONS

Describe your congregation's life of faith.

1) **Purpose Statement:** The avowed purpose of this congregation shall be to worship God, to preach the Gospel of Jesus Christ, and to celebrate the Sacraments; to realize Christian fellowship and unity within this congregation and the Church Universal; to render loving service toward mankind; and to strive for righteousness, justice, and peace. (Article II of Zwingli Constitution)

Membership Vows: the vows that one takes affirms a person's desire to be baptized into the family of Jesus Christ, profess Christ as Savior, to be a disciple of Christ celebrating His presence & and mission in the world.

2) God is described as a loving God, Oh Holy One, loving Father, forgiving, caring, always at your side, with you in all circumstances.

Describe several strengths or positive qualities of your congregation.

- Welcoming, caring, family oriented, loving, joyous, inspiring, casual
- Cornerstone of the community with a strong presence furthering Christ's outreach in community

Describe what worship is like when your congregation gathers.

Worship takes place in the church sanctuary at 9:15am, usually lasting about an hour. Services include a children's sermon, usually special music, and a message that revolves around the scripture and teachings of Christ, while creating a desire/passion to deepen one's faith journey. Music has always been a big part of the service whether through the congregation singing, the Chime Choir, or the Pop-up Choir. There is a social (coffee/treats) time after the service where members look forward to the continued fellowship.

Consistory members take an active role in the sacrament of holy communion held monthly, assisting the pastor in serving the elements. Communion is open to all who wish to participate.

Lay Liturgists assist with the weekly worship service.

All members of church participate in laying of hands-on consistory members at the annual installation of new members.

Other church service opportunities include:

- Drive-in services held in the church parking lot
- A community service with our sister church in the community gardens each July
- Combined services with our sister church periodically during holiday season

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

We are anticipating that our new pastor-will guide us in a rebirth of opportunities for our youth and adults. We offer a monthly “Super Sunday” program which encourages children and the adult in their lives to attend a Sunday School like program. This program has been well received and is growing. The leaders of the group have been involving the children more in worship service usually through music.

The following educational programs were provided/offered to our youth and adults in the past:

-The Hands of Change was a program developed to engage middle school youth in various service projects and assist with the monthly community meal.

-Confirmation classes are offered, and students participate in various parts of the worship service as determined by the Pastor.

-During the worship service the pastor usually provides a short children’s sermon appropriate for youth of all ages with relevance to today.

-An adult Bible study was conducted through Zoom.

Describe how your congregation is organized for ministry and mission.

1) Decisions are usually announced from the pulpit, either by the church president, the pastor, or a person from a specific committee. Decisions are also communicated in the monthly church newsletter, “The Chimes”.

- 2) Committees are organized by need and purpose to foster Christian fellowship among members, and to further religious, charitable and/or educational purpose of the congregation.
- 3) As a church we are struggling with our vision and look forward with anticipation to a pastor who can direct and lead us with some strategic planning.

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

- Consistory is the governing body of our church and meets monthly for 60-90 minutes
- Financial committee meets monthly about 30 minutes
- Worship and Music meets quarterly for about one hour
- Building and Grounds meet as needed
- Smaller church groups meet as needed. The Brotherhood meets monthly (includes all men of the church) and the Zwingli United Women meet as needed (includes all women of the church).

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

Recently there was a medical emergency that took place during a worship service. One of the members, an EMS worker, observed the situation, immediately responded calling for an ambulance, and evacuated the congregation while the emergency was being dealt with.

If there is a physical disaster, everyone pitches in to help.

If there is a crisis that arises that is over \$15,000.00, congregational approval is required.

Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church’s activity and governance? [Yes/No] Yes

Is there an organizational chart?	See Constitution & By-Laws
By-Laws, Constitution, annual reports	Yes

11-YEAR REPORT

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	85	
Number of active non-members:	332	
Total of church participants (sum of the numbers above):	417	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	56	
Less than 10, more than 5 years:	7	
Less than 5 years:	5	

****these numbers were based on surveys that were returned in the Fall of 2023**

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>
13		15		13		15	19	25	Actual responses from a 2023 survey

****these numbers were based on surveys that were returned in the Fall of 2023**

The following percentages are from the US Census

****65+ group is growing fastest with an increase of 38.7% between 2020-2022.**

****35-49 group declined the fastest by 13.5% between 2022-2022**

****0-4 group declined by 4.9% between 2020-2022**

In 2021, Monticello, WI had a population of 1.12k people with a median age of 48.8; Between 2020 and 2021 the population of Monticello, WI grew from 1,094 to 1,119, a 2.29% increase.

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:		
Joint household with minors:	24	
Single adults age 35-65:		
Joint household with no minors:	26	
Single adults over 65:		

****these numbers were based on surveys that were returned in the Fall of 2023**

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	96.1%	
College:	18.9%	
Graduate School:	4.7%	
Specialty Training:		
Other (please specify):		

****these numbers were from city-data.com**

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	30%	
Adults who are retired:	70%	
Adults who are not fully employed:	1.7%	

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

89% White Collar Workers (business/finance, clerical, professional, education, health care)

22 % Blue Color workers (farmer/rancher, laborer, trucking, manufacturing, trades)

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?

The following statistics reflect Monticello as a whole, which the Zwingli Congregation is a part of:

902 families; 539 households with the average size 2.19 persons

Racial Makeup: White – 93%; Hispanic- 4.2%; Bi-racial 1.0%; African American- .5%; Native American - .5%

Ethnicity: German – 32%; Swiss – 19.2%; Norwegian – 19.2%; American – 6.0%; Polish – 3.1%; Irish – 2.7%

We are diverse educationally and economically, and with our mix of heritage being predominantly of European and Scandinavian ethnicity our diversity is displayed through cultural events and festivals.

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:

We are a welcoming congregation to all but are diverse in theology ranging from traditional to moderate conservative. At this time the congregation leans towards conservative Biblical teachings; open and affirming was discussed several years ago but was tabled at that time.

PARTICIPATION AND STAFFING

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

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? <i>(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</i>
Adult Groups or Classes	5	Lay Leaders
Baptisms <i>(number last year)</i>	2	Pastor & family
Children's Groups or Classes	Super Sunday, 15-25 participants	Lay Leader
Christmas Eve and Easter Worship	130	Pastor & Worship/Music Comm.
Church-wide Meals (Kalberwurst, Pancake Breakfasts, Pulled Pork Event, Steak Fry -all fundraisers)	150-350	The Brotherhood & some committees
Choirs and Music Groups	Pop Up Choir 5-15 Special Music 1-6 Participants	Music Committee
Church-based Bible Study	0	
Communion <i>(served how often?)</i>	13 per year/ Avg 85 attending	Pastor sets the date; Consistory Members help serve the elements
Community Meals	35-40 monthly	Different groups within the church sponsor, plan & serve the meal
Confirmation <i>(number confirmed last year)</i>	3	Pastor & Lay Sponsors
Drama or Dance Program	0	

Funerals (<i>number last year</i>)	13	Pastor/Church Secretary/Family
Intergenerational Groups (Super Sunday program)	5-7 Children 7 adults	Lay Leaders
Outdoor Worship (Drive-in Service)	Avg - 75	Pastor
Prayer or Meditation Groups	28 Individuals	Caring Ministry Coordinator & Prayer Chain Members
Public Advocacy Work	0	
Retreats	5 - 3 kids/2 adults	Confirmation Retreat
Theology or Bible Programs in the Community	0	
Weddings (<i>number last year</i>)	1	Pastor & Family
Worship (time slot: _____)	9:15 am	Pastor
Worship (time slot: _____)		
Young Adult Groups or Classes	0	
Youth Groups or Classes	3Kids/3 Adults	Hands of Change Coordinator & Pastor
Other		

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

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Larry Balleine	3	Church	Pulpit Supply	Y
Mary Gafner	0 (not licensed)		Pulpit Supply	Y

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

Both are members of Zwingli Intergenerational Groups
(Super Sunday program) fulfill pulpit supply as needed in the absence of the pastor.

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

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Coordinator of Caring Ministry's	No	PT	Pastor/Administrative Team	2+ years
Church Secretary	No	PT	Pastor/Administrative Team	10+ years
Church Custodian	No	PT	Pastor/Administrative Team	10+ years
Finance Secretary	No	PT	Pastor/Administrative Team	10+ years
Church Treasurer	No	PT	Pastor/Administrative Team	1 years
Pianist/Organist	No	PT	Pastor/Administrative Team	10+ years
Chime Choir Director	No	PT	Pastor/Administrative Team	30+ years

REFLECTION

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

Zwingli has great retention of staff, people who are dedicated to the mission of the church. We provide a variety of opportunities & programming for church members & community members reinforcing our commitment to our mission and presence in the community.

CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$ 214,197.21
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$ 0.00
Endowment Draw (<i>beyond what is permitted by spending policy, “drawing down the principal”</i>)	\$ 0.00
Fundraising Events	\$ 8,177.48
Gifts Designated for a Specific Purpose	\$ 32,266.08
Grants	\$ 0.00
Rentals of Church Building	\$ 4500.00
Rentals of Church Parsonage	\$ 0.00
Support from Related Organizations (<i>e.g. Women’s Group</i>)	\$ 0.00
Transfers from Special Accounts	\$ 10,000.00
Other (specify):	\$ 0.00
Other (specify):	\$0.00
TOTAL	\$ 269,140.77

Current annual expenses (dollars budgeted for most recent fiscal year): \$ 190,601.16

Attach most recent church budget, spending plan, operating statement, or annual treasurer's report as shared publicly with the congregation, or – if your church does not pass an annual budget – list current budgeted expenses here.

Attach Statement of Accounts

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

We are currently in transition.

Has the church ever failed to pay its financial obligations to a minister of the church? No

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year? (indicate those included during the most recent fiscal year)

- Our Church's Wider Mission (OCWM – Basic Support) (\$15,000.00)
- One Great Hour of Sharing (\$ 410.22)
- Strengthen the Church (\$20.00)
- Neighbors in Need (\$85.00)
- Christmas Fund (\$125.00)

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? (recommended 10%)

1,250 paid monthly

What is the church's current indebtedness? \$ 0.00

Total amount of loan debt: \$ 0.00

Reason for debt: \$ 0.00

Are capital and other payments current? \$ 0.00

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.

Currently the church is working on replacing/resurfacing the parking lot. One portion of the project is completed. There is currently \$4,200 in an account specifically for completing the work on the parking lot. Raising money is ongoing.

Replacing windows and refurbishing stained glass windows is a project that is ongoing as funds are raised. Currently research is being done to find the best options that are economically sound and within the budget of the church. There is \$17,000.00 in the fund for restoration and raising money is ongoing.

If the church has had capital campaigns in the last ten years, describe: None

Year(s)	Purpose	Goal	Result	Impact
		\$ \$ 0.00	\$ \$ 0.00	
		\$ \$ 0.00	\$ \$ 0.00	

If a capital campaign is underway or anticipated, describe:

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

Describe the prominent mission component(s) involved in the most recent (or current) capital campaign. Not applicable

Does your church have an endowment? No Endowments

What is the market value of the assets? N/A

Are funds drawn as needed, regularly, or under certain circumstances? N/A

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

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

At the current rate of draw, how long might the endowment last? N/A

Please comment on the above calculations or estimates: N/A

Other Assets

Reserves (savings): \$ 25,510.00

Investments (other than endowment): \$ 99,695.97

Does your church have a parsonage? Yes

How is the parsonage used? **For Pastor & family, currently vacant**
Street / City / State / Zip: **416 E. Lake Ave., Monticello WI**
Number of Bedrooms - 4 **upstairs**
Number of Bathrooms: **2**
Available for minister residence: Y/N **Yes**
Expected minister residence: Y/N **Optional**

Condition of structure, systems and appliances In very good repair

Entity in the church responsible for review and needed repairs:

Buildings and Grounds identifies needed repairs. Repairs exceeding \$15,000 must be approved per the Church Constitution by Special Congregational meeting, discussion, and majority approval. The Consistory may approve projects under \$15,000.

Describe all buildings owned by the church:

12 Room Parsonage; 1st and 2nd floor with hardwood and carpeted floors. Beautiful wood trim throughout parsonage. 1st floor - Kitchen with all appliances (refrigerator, stove, microwave), formal dining room, 2 living rooms, laundry area (includes washer/dryer) and bathroom. 2nd floor -4 bedrooms w/closets, open hallway with front view sitting room. Stairway leads to full walk-in attic. Usable full-sized basement. Enclosed back porch and wrap around front porch. Detached 2 car garage.

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

Which spaces are accessible to wheelchairs?

All areas are accessible with the exception of the chancel.

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

- 1) Major Budget Change: The Finance Committee reviewed and addressed the insurance needs/costs of the church and made a change in the insurance carrier and saved the church thousands of dollars, a huge financial savings for the church.
- 2) Budgeting Process: Finances are monitored by the Finance Committee; the Finance Secretary creates an annual budget which goes to the Consistory for review & approval, and to the membership at the annual meeting for a final approval.
- 3) No new ministry initiatives are being financed at this time.

HISTORICAL INFORMATION

Name one to three significant happenings in the history of your church that have shaped the identity of your congregation. Add the most important event in the life of your church in the past 10 years.

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

As with most churches, Zwingli dealt with the Covid Pandemic and the impact that it had on our congregation. Worship services were moved to the parking lot which allowed worshippers to congregate and fellowship together from their cars. Services were provided monthly, including communion. An average of 75 attended. The drive-in service attracted many non-member community participants as well as members. Services were shared over a radio station and the use of technology and live streaming provided additional options to church members. Midweek devotions also created another option for all to connect through Facebook and YouTube.

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.

1) **Dealing with conflict:** As a church we respect and listen to each other’s differences and work things out most of the time. The church is a mix of theological diversity ranging from moderate to conservative traditionalists. There are occasional differences of opinions, but through discussion and prayer, differences are usually worked out.

2) **Resolving issues:** The loss of traditional Sunday School has been difficult for many, but we offer an alternative that we call “Super Sunday” which was created to provide an ongoing learning/activity experience for youth (accompanied by an adult). Super Sunday has been a hit and continues to grow (it resembles ‘messy church’). It is held monthly and averages 15-25 participants.

3) **Policies in place to deal with conflict:** Article III #5 of our Constitution addresses discipline. If a member persistently breaches covenant vows, due notice shall be given to the member, and an opportunity for a hearing before the Consistory will be offered, and faithful efforts made to bring that member to amendment in accordance with the Law of Christ. If all these fails, the Consistory may censure, suspend, or terminate membership.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Lance Smith	2016-2023	Yes
Larry Balleine	1996-2014	Yes
Erwin Pegel	1985-1995	Passed
Charles Workman	1971-1984	Passed

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

There is a strong bond between the congregation and pastor resulting in a supportive and cooperative relationship. The congregation appreciates the time the pastor gives to the church and community and respects their family time as well. All previous pastors were accepting, caring and compassionate personalities who demonstrated strong Christian values.

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

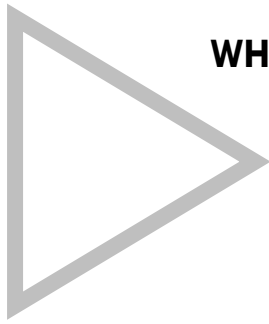
Y/N/Ask us No

Has your church been involved in a Situational Support Consultation?

Y/N/Ask us No

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

Y/N/Ask us No



WHO IS OUR NEIGHBOR?

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

COMMUNITY VISION

MISSION InSite

COMMUNITY VISION

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

Service activities that the church has been and continues to participate in include:

-Salvation Army – Kettle Campaign, our church and sister church provide the bell ringers and the money raised in our community is returned to support local social services.

-Adopt A Highway – The Church Brotherhood is responsible for refuse pickup on 3.2 miles of highway. Over the past 11 years the Brotherhood has expended 499 hours, filled 246 bags with trash while cleaning 211 miles of highway.

-UCC Hands of Change – (Middle School youth group) assists the Green County Food Pantry, helps serve Community meals, assists with multiple Adopt-A-Highway trash pick-up.

-Community Meals – provided by a variety of groups within the church; that sponsor, plan, prepare & serve meals as fundraisers (Pancake Breakfast, Summer BBQ, Kalberwurst Dinner, 2 Steak Frys) at church or community events.

-Santa’s Workshop – church members provide toys, personal items, etc. for children to select a gift for their family members

-Caring Ministries – provides a variety of activities including Veterans Day Recognition, Valentine and Christmas Cards to Veterans; events at the 4 area care facilities several times a year, cheer boxes to the homebound, and care packages sent to college students from the church.

-Hymn Sings – organized by Zwingli members at various venues and celebrations and offered to the community: Gap Church Celebration, community Christmas sing along at a local coffee shop and restaurant.

Soup Sundays – soup is collected to celebrate the “Super Bowl, and during the Lenten season to supply area food pantries.

The church also opens its doors to groups that need a place to meet and/or provide services to the community. This includes ongoing relationships with: Alcoholics Anonymous, Cub Scouts, Monticello Historical Society, designated township voting site, American Red Cross blood drive and garden club.

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

Church members are selected/volunteer to be delegates to attend the Southwest Conference annually and the Wisconsin UCC Conference annual meetings.

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

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

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

Zwingli has a good relationship with its sister church, Washington Reformation UCC. Combined services are usually planned annually for Ash Wednesday, Good Friday, Thanksgiving, Christmas Eve Service, and Homecoming Services at Montesian Gardens each July.

Zwingli recently offered worship space for a “fledgling” church (Peace Lutheran). We have not explored worship with one another but have shared social time.

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.

Mission Statement: Inviting All to Follow Jesus in Faith & Action – we know we are the hands and feet of Christ, and our mission is to reach beyond our church walls to share the Love of Christ with everyone we meet. These are some of the ways we provide outreach to others:

-“The Crossing” – UW Madison campus Ministry – Mission committee caters an annual meal for about 30 University students and participates in their worship service.

- Cheer boxes for the church elderly and our Green County neighbors are assembled and distributed by the Brotherhood at Christmas time.

-Blanket Month – Missions gathers donations during a designated month for United Church World Service to purchase blankets for displaced people world-wide.

-Trunk or Treat – provides safe environment for trick or treaters in the community

-UCC Hands of Change – Middle School Children assist with road clean-up, community meals, visits to care facilities, and help at animal shelters as coordinated and supervised by responsible adults.

- Community Meal – Zwingli UCC groups provide a free monthly meal that is open to all in our community and church members. This meal provides a time of fellowship and addresses isolation and loneliness.

-Red Cross – Zwingli hosts several blood drives each year in fellowship hall. Registration and canteen services are provided by Zwingli members.

-Caring Ministries – more than 35 church members make up this group volunteering their time providing regular visits, phone calls, worship CD’s, and devotions to homebound and area care facilities. Cards are sent to members celebrating special occasions; and prayers are provided to those requesting prayer.

-Collect food for “Green Cares” Local Food Pantry- In addition to periodic food drives; several Zwingli volunteers help with weekly food donations from local businesses as well as assisting with food distribution to those who suffer food insecurity.

- UCC Sumer Camp Workdays - Mission periodically organizes trips to Moon Beach to assist with projects that support outdoor education.

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 above events are largely coordinated and carried out by the congregation. The pastor participates as desired.

MISSION InSite

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

Trends:

-Monticello attracts people who move (and work) in major metropolitan areas such as Madison and Southern Dane County.

-There is a decrease in the number of young people (under age 10)

-Aging membership/ average age is reaching 50+

- People are using more online and live streaming to view worship services instead of physically participating in fellowship and actual services.

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

Other area towns are similar in size with similar cultural and ethnic populations; agriculture, cheese and beer manufacturing are the primary employment; communities are experiencing decreased youth, and an aging population.

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

- The decrease in youth and young families adversely impacts recruitment
- Aging population limits the physical ability of many to perform mission; outreach is limited to newly retired members.
- Currently Zwingli confronts problem areas in the community such as:
 - Substance Abuse – supporting AA by providing a meeting place
 - Hunger – collecting food items periodically during the year to donate to Green Cares - Food Pantry and offering a free meal at our monthly community meal.
 - Mental Health – provide support to those in need through ADRC support groups.

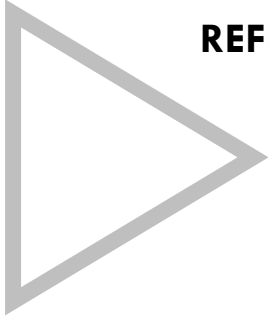
What do you hear when you talk to community leaders and ask them what your church is known for?

We recently sent a questionnaire to community organizations and groups to get feedback on how they would describe our church. The community sees Zwingli UCC as:

- Community minded presence that is expressed as welcoming and shows a compassionate spirit
- Hospitable, non-judgmental, friendly, accommodating
- Inviting, willing to reach out to the community and help where/when needed
- Hopeful that the relationships/partnerships will continue

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

- That people in the church were friendly, welcoming,
- Zwingli UCC is the only church in town and provides an avenue to be part of the community
- Zwingli demonstrates a willingness to help others through missions, and outreach beyond the church walls
- Zwingli is a small, caring congregation, that offers a traditional worship service



REFERENCES

REFERENCE 1

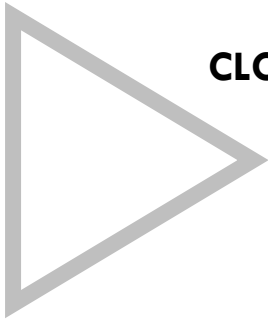
Robert LaBarre
Spouse to a longstanding church member
Ph: 608-444-9184

REFERENCE 2

Craig Newcomer
Owner of Newcomer Funeral Home
Ph: 608-325-4634

REFERENCE 3

Allen Brokopp, District Administrator
Monticello School District
abrokopp@monticello.k12.wi.us
Ph: 608-938-4194



CLOSING THOUGHTS

CLOSING PRAYER

STATEMENT OF CONSENT

CONFERENCE/ASSOCIATION VALIDATION

CLOSING PRAYER

Include here any prayer or dream for the minister you imagine journeying toward you...

Dear Lord,

...as we gather in spirit, envisioning a minister's pilgrimage toward our sacred sanctuary, we lift our hearts in prayer. Ignite our missionary souls with divine fire. Transform us by grace, that we may venture forth into the world proclaiming the "Good News" and constructing the realm of love through acts of justice, compassion, and mercy. May this minister find strength in their steps, guided by our Heavenly Father as they traverse both earthly roads and spiritual realms. May wisdom illuminate their path. Bless their arrival and may our hearts echo with gratitude for their sacred mission.

In closing, we can't forget that God has given us many promises. Matthew 7:7 reminds us that if we "Ask, it will be given to you; seek, and you will find, knock and the door will be opened to you." We have confidence in the promise that God will answer our prayers and lead a pastor to Zwingli that fulfills the will of God. As we anxiously await to have this promise fulfilled, we pray that you will pray for insight to know if Zwingli UCC will be your next calling.

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? (*for example, church council or consistory, transition team, etc.*)

Deb Broge, Search Committee Chair

Committee Members:

Denise Pinnow

Dave Gietzel

Paul Rieder

Doc Davis

Cindi Ritter

Consistory / Finance Committee

Roann Austin

2. Additional comments for interpreting the profile: None

Signed:

Deb Broge

Search Committee Chair

4/3/2024

VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

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

Staff Comment:

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

Staff Comment:

My signature below attests to the above three items.



Signature:

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

Email: rbauman@wcucc.org

Phone: 608-630-2992

Date: May 16, 2024

**UNITED CHURCH
OF CHRIST**



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

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

Zwingli United Church of Christ

Monticello, WI

Pastor

Reporting Relationship: Consistory President, Consistory Administrative

Status: Full Time

Salary: \$60,000 total compensation plus parsonage

Date Reviewed: 2/22/2024

Date Updated: 5/1/2024

Position Summary:

This position is responsible for providing pastoral leadership to the congregation as a whole, the community, and all those accepting the Lord as their Savior.

Essential Job Duties:

1. Leadership
 - a. Worship
 - i. Devise and perform worship services including Sunday Morning Worship Services, Special Holiday Services, Homecoming, Baccalaureate
 - ii. Research and choose liturgy, hymns concept and themes, provide children's sermon, facilitate flow of the service, preach
 - iii. Provide ideas and support for special music and visual images for service
 - iv. Plan and facilitate special services – such as Baptism, weddings, and memorials
 - b. Pastoral Care
 - i. Counsel as to the limits of training and ability, anyone who requests counsel. Members and non-members
 - ii. Write monthly Pastor's notes for the Chimes, and other articles for other media outlets where appropriate (i.e. Monroe paper and Facebook) to promote Zwingli UCC
 - iii. Visit those awaiting surgery or are hospitalized
 - iv. Visit homebound, provide/serve communion as requested to those who cannot attend church
 - v. Provide Chaplain services for community members and service organizations as requested (i.e. counsel, prayers, speaking for groups)
 - vi. Troubleshoot and counsel individuals and church relationship and inter-workings.
 - c. Christian Education Programs
 - i. Provided opportunities for spiritual enrichment classes
 - ii. Plan, attend, and implement youth confirmation classes and retreat(s)
 - iii. Guide and support youth fellowship and service opportunities
 - iv. Provide resources and support for children's youth and adult education classes
 - d. Fellowship and Community Building
 - i. Provide resources and support for Mission projects and other community outreach and other service organizations
 - ii. Attend when possible area ministers meetings, promote ecumenical and multi-church activities and programs
 - iii. Extend radical hospitality to all, regardless of background or identity

- e. Conference and Association
 - i. Promote conference classes, meetings and activities
 - ii. Establish connections with local church, conference and association
 - iii. Establish a good working relationship, and collaborate with area churches including joint worship services
 - iv. Promote special offerings and campaigns for the association and conference (1.e. UCCI, retreats)
 - v. Represent the church at various association and conference activities deemed necessary by the church
 - f. Assist in recruiting new membership
2. Administrative and Business
- a. Supervise ministerial and support staff including but not limited to coaching and advising staff
 - b. Attend consistory meetings and board functions
 - c. Provide resources, advise and support at other committee meetings and church groups attending as necessary
 - d. Promote the mission and image of Zwingli as the church of Monticello
 - e. Insure safety of those working and attending church functions
 - f. Communicate inclement weather/church closings in conjunction with the Church President
 - g. Collaborate with church leaders to a discern a shared vision and develop strategic planning and a new direction to achieve ministry goals.

Qualifications

1. Minister in good standing with the Wisconsin Conference of UCC
2. Excellent verbal and written communication skills
3. Strong organizational skills
4. Flexibility to attend early morning or early evening meetings, weekend hours, and responsible to emergent situations at all hours

Essential Physical Functions:

1. Ability to sit at a desk for long periods of time
2. Ability to operate a computer for long periods of time
3. Ability to lift and handle boxes up to 25 pounds
4. Travel will be required
5. Will be exposed to weather conditions based on travel requirements

STATEMENT ON LEADERSHIP IN MINISTRY

Write a statement that will help a candidate better understand the relationship of clergy & lay leadership in the life of your congregation. Candidates will be interested to know whether your lay leaders have a history of strong, cooperative relationships with the church's pastoral leadership. If your church organizational structure is based on intentional lay-led ministries, describe how that structure functions in relationship to the pastor; if your organizational structure is dependent on clergy leadership, describe what will be expected of the pastor.

This statement can provide an opportunity for you to elaborate on the list of committee/boar/groups that were identified in Questions #24. EX: Is the expectation that there is mutual involvement of pastor & finance committee in the financial matters of the church? Or focused strictly on "spiritual matters & excluded from all/specific committees?

Include in the statement reflections on leadership styles that work well for your church. What do you hope/expect that your new pastor will understand & value in your style of lay leadership? What would the new pastor need to know to work smoothly with your established leaders? How do staff members relate to each other? Include anything else you want to say about your church & its expectations of the leader it now seeks.

We at Zwingli are dedicated to its mission and purpose of "inviting All to Follow Jesus through Faith and Action." We welcome a pastor who can harness and direct the energy and excitement of the Zwingli congregation to convey the love of Christ community wide and beyond. We seek a pastor who will challenge us to be our best, and do our best while operating independently, and having the congregation and Christian values as their guiding force. We look for a pastor who will embrace our traditions but also has a "vision" to help us create new ones as we look to the future.

We have a long history of closely working with our pastors. The bonds have been strong resulting in a supportive and cooperative relationship. Our lay leadership and music committee work faithfully and attentively with the pastor on inspirational worship services. We do expect that our new pastor will be spiritual and take care of the congregation's spiritual needs.

We expect our pastor to work closely with our Consistory, and to be aware of financial situations, goals, expenses, and contributions. Pastors should not, without consistory approval, put Zwingli into a financial situation that is not part of Zwingli's plans, aspirations, or vision.

The staff at Zwingli UCC has a good grasp on the needs of the church. They work very closely with the pastor. The staff also works very closely with the church committees which are a part of the church operation. The staff will be a great support in acclimating a new pastor to our church.

The congregation expects that our new pastor visits the hospitals, care facilities, and home bound when needed or required. Weddings, funerals, and counseling are a part of the church life. Communion is offered monthly and provided at special times throughout the year. Attending and participating in church and community programs and events are also important in showcasing Zwingli as a welcoming and hospitable place of worship inviting all to fellowship with us.

The Zwingli congregation is very supportive of their pastor and family and will assist in almost any situation and at any time. We do expect a lot from our pastor, but in return we as a congregation will be there for them and give back much. We are excited and look forward to welcoming our new pastor as we look to the future.

Recommendation for Zwingli United Church of Christ

Monticello, WI 53570

Name: Robert LaBarre

Retired Carpenter, current Village Trustee, Monticello, WI

Phone: 608-444-9184

Spouse to a longstanding church member

Zwingli United Church of Christ in Monticello has been a positive and enthusiastic source of community events and celebrations since its founding. Not only do they participate in the community-at-large events, but they also organize, plan, and initiate their own social programs as well as spiritual programs.

Historically, the church has been made up of significant numbers of multi-generations. But at the present time the lack of younger families and frankly an aging congregation is stressing all the resources of this organization.

I began attending church functions about 17 years ago when first developing a relationship with my spouse. We then moved to Monticello and were married. I have irregularly attended church services and other events, and since retiring have assisted with a number of functions at the church.

The people of Zwingli UCC have always been very open-minded, tolerant and welcoming to me. They show respect and a humility that reflects the fundamental spirituality of the church. I very much admire that!

Sincerely,

Robert LaBarre

March 1, 2024

The Newcomer Funeral Home and former Voegeli-Newcomer Funeral Home has had a strong working relationship with Zwingli United Church of Christ in Monticello for over 30 years. We have worked closely with the pastors, office staff, church musicians, and the various guilds who facilitate meals and post funeral celebrations of life. The church family of Zwingli UCC is unique in the fact that that the congregation is close knit, active in the church, very helpful, and accommodating to all who enter the doors. Zwingli UCC is a focal point in the small yet vibrant community of Monticello. I believe the pastor of this church must have strong leadership skills yet reflect small town values that have been a staple of this church for many years. Just as an example, when I first relocated to Green County, former Zwingli Pastor Lawrence Balleine invited me to tag along with him on a few fishing excursions. That was an act of kindness I'll never forget. I believe the next pastor of Zwingli UCC needs to be a strong leader, work well with the youth who are the lifeblood of the church, and be active in the community outside of the church. Monticello is the ideal small community with strong faith and deserves a pastor who can recognize these assets and propel Zwingli UCC into the next decade.

Sincerely,

Craig Newcomer

Newcomer Funeral Home



School District of Monticello

334 South Main Monticello, WI 53570 Phone 608.938.4194

"MONTICELLO'S VALUES GROW WORLD READY CITIZENS"

March 21, 2024

To Whom It May Concern,

I am writing this letter in strong support of Zwingli United Church of Christ (ZUCC) in Monticello, Wisconsin. ZUCC plays a vital role in the well-being of our community, particularly for our youth in relation to our school. I encourage you to find a replacement in a timely manner.

Commitment to Youth Programs and Volunteerism

ZUCC fosters a welcoming environment where young people can develop their character and make a positive impact. Their dedication to youth programs is commendable. Through various initiatives, ZUCC equips teenagers with valuable volunteer opportunities, allowing them to build important life skills like teamwork, responsibility, and compassion. This not only benefits the community but also empowers young individuals to become engaged citizens.

Support During Difficult Times

ZUCC extends its support beyond spiritual guidance. They offer a safe haven for those facing challenging times, including traumatic experiences. Their counseling and advising services provide invaluable resources for individuals and families navigating difficult situations. This commitment to mental and emotional well-being strengthens the community's social fabric.

Overall Importance

In conclusion, Zwingli United Church of Christ is an essential pillar of our community. Their dedication to youth development, volunteerism, and support during difficult times makes them a valuable asset. Monticello Schools wholeheartedly endorse ZUCC and their mission to create a positive and inclusive environment for all in holding.

Sincerely,

Allen Brokopp, District Administrator

334 S Main St

Monticello WI 53570

abrokopp@monticello.k12.wi.us

608.938.4194

