

<b>Name of Church</b>
Pilgrim UCC
<b>Address</b>
535 Stow St Fond Du Lac, WI 54935
<b>Conference:</b>
Wisconsin
<b>Title</b>
Settled Pastor
<b>Start Date</b>
n/a
<b>Description</b>
Settled Pastor

### Church Contact Information

---

(920) 921-2691 (Church Primary Phone)

(920) 921-0415 (Church Secondary Phone)

pilgrim.info@pilgrimuccfdl.org (Church Email)

### Listing Information

---

#### Web Presences

<http://www.pilgrimuccfdl.org> *Type: Other*

<https://www.facebook.com/PilgrimUCCfdl> *Type: Other*

<https://www.youtube.com/@pilgrimucc117> *Type: Other*

<https://www.instagram.com/pilgrimuccfdl> *Type: Other*

#### Additional Formal Ecumenical Affiliations

none

**UCC Conference or Association Staff Contact Person****Name:**

Rev. Jane B. Anderson

**Title:**

Associate Conference Minister

**Phone:**

920-540-2586

**Email:**

janderson@wcucc.org

**Summary Ministry Description**

Pilgrim United Church of Christ is known in Fond du Lac for its progressive values, generosity and community engagement.

Pilgrim Church has been described as a place with energy and acceptance. That spirit lives in our welcoming statement: No matter who you are or where you are on life's journey, we believe you are a precious Child of God, regardless of ability, age, ethnicity, gender, race, sexual orientation, gender expression or socioeconomic status, and we welcome you with open hearts and minds. (Welcoming Statement - ONA covenant adopted by the congregation January 13, 2019)

We are a theologically progressive Christian church where deepening faith goes hand-in-hand with pursuing social justice and honoring all voices. With Jesus as our model, we strive to live with compassion and integrity. Our active and engaged ministries, Open and Affirming, WISE(Welcoming, Inclusive, Supportive, and Engaged for Mental Health) Creation Justice and Safe Church are expressions of who we are and who we are becoming.

We are seeking a settled pastor who inspires spiritual growth, fosters intergenerational connection, and offers compassionate guidance through effective teaching and ministry. We desire a collaborative who will walk beside us- encouraging us in our struggles, celebrating our joys, and joining us as we live out God's love of the world.

Our pastor will be supported by a dedicated church council, music staff, education directors, technology support, and strong lay leadership.

**Church pictures****What we value about living in our area.**

The Fond du Lac area has a welcoming hometown feel with Midwestern values. With a growing population of approximately 44,000, Fond du Lac is family-oriented with great school system as well as a private college (Marian University) and a Wisconsin technical college (Moraine Park). Fond du Lac's location on the southern tip of Lake Winnebago is a beautiful setting that offers natural beauty and year-round recreational opportunities. Lakeside Park and city neighborhood parks are lovely gathering spaces that host many summer and winter festivals and concerts. We are conveniently located approximately one hour driving distance from Green Bay, Madison, and Milwaukee. For more information on Fond du Lac visit our city website <https://www.fdl.wi.gov/news/>

**Current size of membership**

239

Average in person attendance

60

Does your church hold virtual worship services?

Yes

Choose platform type(s) and number for virtual worship.

**Video Hosting Platform**

On average, how many views are received per service?

70

Languages used in ministry

English

Position Title

Settled Pastor

Position Duration

Settled

Compensation Level

Full Time

Does the total support package meet conference compensation guidelines?

Yes

Link to current Conference guidelines

[Download compensation guidelines](#)

**Scope of Work**

Some fields reference The Marks of Faithful and Effective Authorized Ministers of the United Church of Christ .

The United Church of Christ recognizes *The Marks of Faithful and Effective Authorized Ministers* in the formation of ministers, in the practice of active ministry, and throughout life. For the purposes of completing a denominational Profile, ministers are asked to spend some time with the *Marks*.

The Scope of Work developed by our church using the Call Agreement Workbook.

*No response*

3 core competencies that we imagine could be foundational in our next minister's relationship with the church.

First:

Leading faith formation effectively across generations.

Pilgrim has an aging membership with a willingness and energy for bringing in younger members. Our new settled pastor will need to be able to work across the generations.

Second:

Bringing life to sacred stories and traditions in worship, proclamation, and witness.

Pilgrim members respond to faith stories tied to life experiences.

Third:

Experiencing and appreciating a variety of theological perspectives.

Pilgrim has a diverse theological representation with an established progressive adult education program.

**Compensation and Support**

The salary basis comes from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/ Housing Allowance. The Conference can assist in determining these amounts or provide a worksheet to be used to calculate these values.

SALARY AND BENEFITS OFFERED: SALARY BASIS: ITEM OFFERED	AMOUNT OR PERCENTAGE(IF DETERMINED)	IS THIS NEGOTIABLE	PASTORAL CANDIDATE DETERMINES
Salary (Cash basis determined from Conference/ Association Guidelines)	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Housing Allowance	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Any Experiential Difference (Related to years of experience)	0	<input type="checkbox"/>	<input type="checkbox"/>
Salary Basis: 0			
Pension/Annuity	0	<input type="checkbox"/>	<input type="checkbox"/>
Social Security and Medicare Offset	0	<input type="checkbox"/>	<input type="checkbox"/>
Medical/Dental Insurance	0	<input type="checkbox"/>	<input type="checkbox"/>
Life Insurance	0	<input type="checkbox"/>	<input type="checkbox"/>
Disability Insurance	0	<input type="checkbox"/>	<input type="checkbox"/>
Worker's Compensation	0	<input type="checkbox"/>	<input type="checkbox"/>

**If needed, please comment further on your church's salary and benefits for the minister.**

Pilgrim Pastoral compensation follows conference guidelines which is minimum calculations - figures will be re-calculated based on candidate's details (guidelines call for .01 X years of service). (Pilgrim's current (2026) budget: salary + Housing is \$72,100)  
 Clergy Health Insurance, Dental and vision is full coverage UCC pension board Plan A(or other if not on UCC PB plan) (pastor + partner or family)  
 The line item is Life / disability = 1.5% of salary and housing  
 Benefits include:  
 \* Social Security offset of 7.65% of salary + housing  
 \* PBUCC retirement pension is 14% of salary + housing  
 \* Includes UCC Life, and short-term and long-term disability insurance 1.5% of salary + housing  
 \* Malpractice insurance  
 \*4 weeks paid vacation  
 \*Leaves: sick; disability, maternity/paternity, civic service, sabbatical, wider church involvement, compassionate, and continuing education  
 \*Travel expenses  
 \* Sabbatical after 5 years

**The expected living situation for our next minister.**

Living nearby with housing allowance included in the total salary package.

If a parsonage is provided, will the church offer a home equity allowance to the pastor? (The recommended guidelines for a home equity allowance is equal to 1.5% of the average home value in the community; this is considered taxable to the minister. The Housing Equity Offset should not be calculated into the Salary Basis upon which other Benefits are determined. Churches should consult a tax advisor prior to establishing any account for an equity allowance to ensure compliance with IRS rules on nonqualified deferred compensation plans.)

No  
 No parsonage

**How our church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment.**

Full-Time

**Additional reimbursements the next Pastor can expect to receive as part of their employment:**

Reimbursement for use of personal vehicle.  
Conference and/or Association meeting registrations  
Other meeting registrations (or educational requirement registrations).

**Peer and professional supports available for ministers in our association/conferences.**

Communities of Practice (COP) professional development support groups are available.

## **Who Is God Calling to Minister with Us?**

---

**The ministry goals we envision our next minister collaborating with the congregation to achieve.**

Our ministry goals are:

- Create worship experiences that inspire us with a message based on life experiences, biblical foundation, and progressive theology.
- Engage with us in nurturing a supportive, accepting fellowship for all.
- Support educational programming for all ages.
- Support our Open and Affirming, WISE, and Creation Justice ministries.
- Exhibit skill in shared leadership with the church council and church staff.

**How our vision of the minister we are now seeking will assist the congregation in making an impact beyond its walls.**

- Collaborate with other community faith groups.
- Support and enhance our community outreach efforts, including partnership with Rosenow Elementary School, Holy family Warming Shelter, Loaves and Fishes, and Pride Picnic.
- Reach out to young families and adults.
- Help us tell our stories to each other and to the community.
- Explore creative programming to meet the needs of the community.

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

No language or culturally-specific capacities are required at this time.

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

- Leading faith formation across all generations.
- Respecting the dignity of all God's people.
- Bringing life to sacred stories and traditions in worship, proclamation, and witness.
- Experiencing and appreciating a variety of theological perspectives.

## **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 God is calling us to become as a congregation.**

Pilgrim UCC is called to be a theologically progressive Christian church pursuing growth in faith, social justice and respect for all voices.

**How God is calling us to reach out to address the emerging challenges and opportunities of our community and congregation.**

Over the past five years, Pilgrim UCC has committed to three UCC special ministries: Open and Affirming, Creation Justice and WISE. With each ministry Pilgrim is educating its members and creating change.

In 2024 we helped establish Cafe Q, a local queer friendly safe space for youth to meet once a month, participated in the annual PRIDE Picnic and formed an Open and Affirming support group within the church. . Creation Justice installed a compost bin at the church, moved toward using recyclable and biodegradable plastics and away from single use packaging, and led an effort to convert a portion of our church property to native landscape, planting an 8,000 square foot native prairie in September 2024. WISE is a natural extension of our welcoming vision statement. Our volunteer parish nurse adds support to the WISE ministry with timely information in our monthly newsletter Adult Education programs support these ministries. This year topics included: "Blessed are the Crazy: breaking the silence about mental illness, family & church," "Healing Our Throw Away Culture: Focus on Plastics, " and "Gender Identity 101.

Our connections and partnerships in the community are many. Monthly outreach collections include Coats for Kids, school supplies, Food Pantry, hats and mittens for Rosenow school. We take our turn each quarter serving a community meal for those in need.

We value our alliance with Rosenow Elementary School that encourages members to tutor students, provides monetary and physical donations to families in need and gives the school access to our facility as an emergency shelter. It is a win-win relationship, one we hope to grow.

We assisted the community in establishing a warming shelter. Our pastor served on the planning committee and facilitated fund-raising. In a special September offerings, Pilgrim donated \$9,000 to the shelter in 2023 and \$7,000 in 2024.

At the present time we do not have a strategic plan.

## Congregation Reflections

---

### We would describe our congregation's life of faith as...

Pilgrim is an engaging faith community growing in love for God and neighbor, with Jesus as our model for how to live and love others. It is evident that God is at work among us as we support and care for one another, have the courage to try new ideas, respect each other's perspectives, and trust that together we can do God's work.

### Strengths or positive qualities of our congregation.

- We are welcoming and friendly. Repeatedly, new members say, "I came to visit and stayed because I felt welcomed and recognized."
- We generously support a wide variety of outreach efforts with both time and money.
- We continually seek ways to be environmentally responsible.
- Our adult education program is outstanding.
- We are a good neighbor through our partnership with Rosenow Elementary School.
- We support the work of others by making our building available for regular meetings of Alcoholics Anonymous, Narcotics Anonymous as well as other non-profits.

### A growing edge for our congregation and what we plan to strengthen as a congregation

Pilgrim recognizes the need to engage future church generations on the roles and responsibilities of church leadership.

### What worship is like when our congregation gathers.

Worship takes place in our sanctuary with one service starting at 9:00 AM. The liturgy and sermon are based on the Lectionary readings. Our service includes time for greetings, music, and prayers for members and friends on our Prayerful support list. We typically feature special music from our choir, bell choir, or individual musicians. We are open to other forms of Lectionary readings for thematic worship services, such as a sermon series on one topic. On the first Sunday of each month, we serve communion and host a fellowship hour following the service.

Baptism is a celebration of a new life in our congregation; The child is presented with joy to the congregation.

A good sermon is delivered by someone who enjoys preaching and sharing God's love. This person should be comfortable relating scripture to everyday life and connecting with us through storytelling, compassion, and humor.

### The educational program/faith formation vision of our church.

Children of all ages are invited to the altar during the Sunday service for Moments for Minors. The Christian Education committee organizes monthly family fun events such as Intergenerational game night. Each summer families in the community are invited to our outdoor family fun fair.

Youth activities are being coordinated by our education director. There is an annual youth mission trip. Youths serve as acolytes.

A confirmation class will conclude in May of 2026.

Pilgrim has an active Adult Education program that been in place for over 20 years. A one-hour Adult Forum is held most Sunday after worship. A second group meets on a weekday for 90 minutes. Under the leadership of our Adult Education Coordinator, progressive curricula, books and guest speakers are selected that cover a variety of topics. This past year topics included Gun Violence, Election Integrity, The Gospel According to Women, and monthly discussions using the Great Course Lecture Series.

All sessions are also on Zoom.

### How our congregation is organized for ministry and mission.

Our decision making body is the Church Council, which meets monthly. Membership consists of officers: President, Vice-president, Secretary, and Treasurer, and a representative of each ministry. The Pastor attends these meetings. Ministries are: Christian Education, Lay Life, Christian Outreach, Membership

and Evangelism, Stewardship & Finance, Worship and Property and Maintenance. All ministries are asked to share three main points from their meetings with the Council, which are printed with the Council minutes in the monthly newsletter.

Where/how does our church struggle for vision?

Many families with children have not returned to the church since the COVID pandemic. We need a vision that meets the needs of these families and young adults.

When it comes to decision-making, 18 hours are spent in meetings per month.

Is the pastor expected to attend all church meetings?

No

In times when action had to be taken quickly, for example when a crisis or disaster occurred. These were the key leaders in taking this action and this was accomplished by...

In 2020, the COVID pandemic required that we cease in-person gatherings. We had to quickly decide how we would worship and how the work of the church would continue. The church council decided we would worship virtually as long as necessary. The first services were recorded on the pastor's phone. We soon invested in the needed audio-visual equipment.

YouTube and Zoom subscriptions to provide quality on-line access. Individual committees were responsive in finding ways to get their work done. Special attention was given to members who were ill, home-bound or had other special needs. A weekly email was created to keep members informed. In-person worship resumed in April 2021. Services continue to be available on You Tube and Facebook.

A copy of an organization structure, by laws and/or annual report to further explain the patterns of the church's activity and governance

[🔗 Constitution Approved 10-7-2018.pdf](#)

[🔗 2023-Annual-Report.pdf](#)

## 11-Year Report

Download a copy of the 11-Year Report developed with the help of our conference staff and UCC Data Hub.

[🔗 Download 11-Year Report](#)

## Congregation Demographics

Describe those who participate in your church.

DEMOGRAPHIC	NUMBER
NUMBER OF ACTIVE MEMBERS:	239
NUMBER OF ACTIVE NON-MEMBERS:	20
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	259

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of total participants who have been in the church:

TIME	PERCENTAGE
MORE THAN 10 YEARS:	67%
LESS THAN 10, MORE THAN 5 YEARS:	25%
LESS THAN 5 YEARS:	8%

ARE THESE NUMBERS ESTIMATES?

Yes

**Number of total participants by age:**

AGE	NUMBER
0-11	12
12-17	22
18-24	21
25-34	23
35-44	20
45-54	20
55-64	49
65-74	32
75+	40

ARE THESE NUMBERS ESTIMATES?

Yes

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

HOUSEHOLD TYPE	PERCENTAGE
SINGLE ADULTS UNDER 35:	16%
HOUSEHOLDS WITH MINORS:	17%
SINGLE ADULTS AGE 35-65:	11%
JOINT HOUSEHOLDS WITH NO MINORS:	39%
SINGLE ADULTS OVER 65:	17%

ARE THESE NUMBERS ESTIMATES?

Yes

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

EDUCATION LEVEL	PERCENTAGE
HIGH SCHOOL:	43%
COLLEGE:	41%
GRADUATE SCHOOL:	6%
SPECIALTY TRAINING:	10%
OTHER EDUCATION LEVEL:	0%

ARE THESE NUMBERS ESTIMATES?

Yes

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

EMPLOYMENT TYPE	PERCENTAGE
ADULTS WHO ARE EMPLOYED:	36%
ADULTS WHO ARE RETIRED:	42%
ADULTS WHO ARE NOT FULLY EMPLOYED:	22%

**ARE THESE NUMBERS ESTIMATES?**

Yes

**The range of occupations of working adults in the congregation:**

Occupations range from blue-collar to professional with the majority being semi-professional.

**The mix of ethnic heritages in our congregation, and the overall racial make-up.**

Pilgrim is primarily a white middle-class congregation.

**What diversity means in our context?**

Although we are about a 97% white congregation, we are made up of individuals from a variety of religious backgrounds.

**Has our congregation recently had a conversation about welcoming diversity, or do we plan to hold one on the near future**

Yes

DATE COMPLETED: Dec 14 2018

**Comment after the exercise:**

Five years ago we became an Open & Affirming church, and we have an active ONA group that is updating the O&A covenant and in the process of enacting a plan on how to represent our ONA status, not only at Pilgrim, but in the Fond du Lac community. Also, over the years our Adult Education program has invited a variety of speakers in to broaden our perspective on a wide range of topics related to diversity.

**Participation and Staffing**

### Participation and Planning of Gatherings

WAYS OF CHURCH GATHERING	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
Adult Groups or Classes (in person or online)	20	Mary Ann Otto, Adult Education Coordinator
Baptisms (number last year)	1	Pastor
Children's Groups or Classes	5	Michael Friedel, Children & Youth Ministry Coordinator
Christmas Eve and Easter Worship	226	Pastor, Worship Committee
Church-wide Meals	25	various committees
Choirs and Music Groups	18	Zachery Ball, Ellen Seiglaflf, Worship Committee
Communion (served how often?)	12	Pastor
Community Meals	10	Jim Bentley
Confirmation (number confirmed last year)	0	Pastor
Funerals (number last year)	6	Pastor
Intergenerational Groups	15	Michael Friedel, Children & Youth Ministry Coordinator
Public Advocacy Work	0	Pastor, & various ministries & committees.
Worship (digital / online / livestream)	12	Pastor
Youth Groups or Classes	6	Michael Friedel, Children & Youth Ministry Coordinator

### Worship Times

WORSHIP (TIME SLOT):	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
9-10 AM	71	Pastor, Worship Committee

### Additional comments:

Pilgrim UCC is supported by a wide range of committees and ministries that engage both members and friends of the church. Through these groups, Pilgrim carries out meaningful projects within the congregation and throughout the wider community. As a forward-looking church, Pilgrim's members are deeply involved, actively serving, and known for their generosity and commitment to shared ministry.

### List of all members or regular participants in our congregation who are ordained or commissioned ministers, or who hold Lay Ministerial Standing. Additionally the names of Members in Discernment in our congregation.

NAME	THREE-WAY OR FOUR-WAY COVENANT	MINISTRY SETTING	TYPE OF MINISTRY ROLE	RETIRED
Christine Deaner-Rogers	none	Retired Methodist Pastor	Accompanist	<input checked="" type="checkbox"/>
Joel Deaner-Rogers	none	Retired Methodist Pastor	Regular Participant	<input checked="" type="checkbox"/>
Dan Schultz	none	UCC Pastor	Supply	<input type="checkbox"/>
Laura Hawkins	3	Interim UCC Pastor	Member	<input type="checkbox"/>

### Previous pastors or retired ministers who currently hold membership in the church and their role(s) in the life of the congregation:

None of our previous pastors currently hold membership in our congregation.

List of all current staff:

STAFF POSITION	HEAD OF STAFF	COMPENSATION	SUPERVISED BY	LENGTH OF TENURE FOR CURRENT PERSON IN THIS POSITION
Choir Director	Zach Ball	part	Pastor	8 years
Parish Nurse	Sue Schmitz	vol	Pastor	20
Administrative Assistant	Amy Rector	part	Pastor	6 months
Children & Youth Ministry Coordinator	Michael Friedel	part	Pastor	6 months
Adult Education Coordinator	Mary Ann Otto	part	Pastor	1.5 years
Worship Musician	Chris Deaner-Rogers	part	Pastor	3 years

Reflection: What this information reflect about our congregation's overall ministry:

Pilgrim UCC is a very generous church who leads with the love of Jesus both in the community and in the church. The Church desires to continue to grow in both the community and within the church with worship, learning and ministering to the congregation through learning from the Bible, Prayer and current issues.

**Church Finances**

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	205260
Fundraising Events	33409
Gifts Designated for a Specific Purpose	360
Rentals of Church Building	465
Total	239494

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

247788

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.

[Download church budget](#)

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

40

Has the church ever failed to pay its financial obligations to a minister of the church?

No

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

- Our Church's Wider Mission (OCWM – Basic Support)
- One Great Hour of Sharing
- Strengthen the Church
- Neighbors in Need
- Christmas Fund

In what way is OCWM (Basic Support) gathered?

It is a part of our budget.

If calculated as a percentage of operating budget, this is the percentage?

5

Total amount of loan debt:

*No response*

Reason for debt:

0

Are capital and other payments current?

No

### Capital Campaigns

Description of any building programs projected or underway.

N/A

### Pictures

Description of any capital campaigns in the last ten years:

YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
2018	solar panels	17000	21000	solar panels installed product approximately 60% of electric cost
0		0	0	

Description of any capital campaigns underway or anticipated:

YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
0		0	0	
0		0	0	

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

Creation Justice Ministry

Does your church have an endowment?

Yes

What is the market value of the assets?

211929

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

regularly

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

5

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

0

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

indefinitely

Please comment on the above calculations or estimates:

fund is growing annually.

#### Other Assets

The church has a memorial fund that is not listed on the financial sheet. The fund balance is \$16500

#### Reserves (savings):

86228

#### Investments (other than endowment):

113303

#### Does the church have a parsonage?

No

#### Description of all buildings owned by the church:

Pilgrim church is located in a residential neighborhood on 2.5 acres of land in the city of Fond du Lac. The main one-story building contains the sanctuary, lounge, offices, kitchen, fellowship hall, meeting room, choir room, classrooms, youth room, five bathrooms and storage. A large detached garage is used for storage and a small shed houses the lawnmowers.

#### Description of non-owned buildings or space used or rented by the church:

The main building is zero-entry with no steps or curbs. Most of the interior spaces in the main building are accessible to wheelchairs. The pulpit and the bathrooms are not fully ADA compliant.

#### Accessibility features of our building(s):

Exterior access such as ramps for wheelchair users or people requiring other mobility assistance  
Accessible parking spaces  
Access to child care spaces for wheelchair users and people with other mobility aids  
Listening devices in the sanctuary, or wireless technology to connect to hearing aids  
Large print bulletins  
"Quiet room" with worship viewing and listening availability  
Handrails on all stairs  
Sound system in sanctuary and other meeting places (fellowship hall, large meeting rooms, etc.)

Accessible bathroom on each floor  
Wheelchair areas in sanctuary (other than "front or back")

#### Which spaces are accessible to wheelchairs:

Hand rail on the altar steps. Battery operated Exit signs.

#### Policies regarding financial practices of the church:

The rules of the treasurer and financial secretaries are defined by the church's bylaws document. The ministry roles are also defined in this document. Additionally, there is a procedure manual for the duties that the treasurer and financial secretaries follow.

#### Reflection: After reviewing the church's finances and assets described above, what this information reflects about our congregation's mission and ministry:

Being in a strong financial position opens up numerous possibilities for meaningful work, from expanding ministry programs to hiring and supporting talented individuals who can further our mission.

## Historical Information

---

### Significant happenings in the history of our church that have shaped the identity of our congregation.

The most important event in our church over the past decade was becoming an "Open and Affirming" (ONA) congregation. This decision marked a profound commitment to offering support and ministry to individuals of all sexual orientations, gender identities, and gender expressions. By embracing this inclusive stance, we created a welcoming space where everyone can feel valued and accepted. This shift has strengthened our sense of community and deepened our mission to live out God's love through justice, compassion, and respect for all people.

### A specific change our church has managed in the recent past.

In the recent past, our church has undergone a significant transition with the departure of our settled pastor. This change, while challenging, has highlighted the strength and resilience of our faith community. During this time of transition, many of our members have stepped up to fill leadership roles and support the ongoing life of the church. This collective effort has fostered a deep sense of unity and commitment, as we trust in God's guidance and await the next chapter in our church's journey. Through these efforts, our members have shown that while change is inevitable, the heart of our congregation remains strong and faithful.

### Every church has conflict, some minor, some larger. "Where two or three are gathered, there will be disagreement....". These are our congregation's values and practices when it comes to conflict.

In our congregation, we approach conflict with a focus on direct communication, respect, and reconciliation. We believe in listening to all sides and addressing disagreements with empathy and understanding. Rather than avoiding conflict, we see it as a chance to grow, strengthen relationships, and deepen our community. Our goal is to resolve differences in a way that fosters unity and aligns with our shared values.

### The most recent major conflict through which our church has navigated.

In 2023, the pastor identified a problem with a paid staff member, who was also a member of the church & served on the church council. They eventually were required to withdraw from council meetings, due to a constitution clarification, prohibiting paid employees from being voting members of the council. The pastor had other areas of concern but did not feel comfortable utilizing the Pastoral Support Committee. In response, the church contacted the Conflict Transformation Team, resulting in the formation of a Leadership Covenant. This covenant is reviewed annually & is available on the church's website. Another positive result was the clarification of how the pastor can & must use the Pastoral Support Committee as the first step when a conflict arises. This situation underscores the need for clear roles in church governance & the importance of open communication in conflict management. This new covenant aims to prevent future disputes & foster a positive church environment for all.

**Ministerial History:**

<i>Name:</i> Robert E. Van Ess	<i>Years of service:</i> 3	<b>UCC Standing</b>
<i>Name:</i> Edmund T. Drewsen	<i>Years of service:</i> 19	<b>UCC Standing</b>
<i>Name:</i> Steven Hecky	<i>Years of service:</i> 19	<b>UCC Standing</b>
<i>Name:</i> Mary Jo Laabs (Interim)	<i>Years of service:</i> 1	<b>UCC Standing</b>
<i>Name:</i> Richard Feyen (Interim)	<i>Years of service:</i> 1	<b>UCC Standing</b>
<i>Name:</i> Jeannie Douglas (Interim)	<i>Years of service:</i> 2	<b>UCC Standing</b>

**What our church has learned about itself and its relationship with people who provided ministerial leadership.**

Our church recognizes the importance of understanding and addressing the unique needs and gifts of each pastor who joins our congregation. We believe that effective ministerial leadership requires a personalized approach that supports not only the spiritual and professional development of our pastors but also their emotional and relational well-being. Through ongoing dialogue and feedback, we are committed to fostering an environment where pastors feel equipped, valued, and deeply connected to the congregation they serve.

**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

**Has a previous minister been a contributor to conflict following their tenure as pastor?**

No

**Community Vision**

**How the relationships and activities of our congregation extend outward in service and advocacy.**

One key aspect of Pilgrim's outreach is its unwavering commitment to social justice advocacy. By actively participating in both local and national initiatives, the church amplifies marginalized voices and addresses systemic injustices. Through strategic partnerships with organizations that champion civil rights, environmental protection, and economic justice, Pilgrim demonstrates its dedication to enacting positive change within the broader community.

**Our congregation's participation in meetings, relationships and activities connecting the wider United Church of Christ.**

Our congregation's active engagement in meetings, relationships, and activities that connect us with the wider UCC exemplifies our commitment to being part of a larger movement embodying the values of love, justice, and inclusivity. Through these connections, we strengthen our own faith community while also contributing to the shared mission and witness of the United Church of Christ.

**How our church engages with the community organizing movements in our community.**

Pilgrim actively engages with community organizing movements through various initiatives that promote social justice, equity, and inclusivity. The church recognizes the importance of standing in solidarity with marginalized groups and advocating for systemic change. One of the keyways in which Pilgrim is involved in community organizing is through its support of local grassroots organizations that work towards addressing issues such as poverty, racial injustice, and LGBTQ+ rights.

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, through Just World Covenants or affiliations with other groups. Check any of the following partnerships which your congregation has formally adopted, or movements which otherwise apply to your congregation.

Creation Justice.  
Open and Affirming (ONA).  
WISE Congregation for Mental Health.

What the above statement(s) mean(s) to our community. How our congregation plans to work toward the above statements of witness in the future.

Adopting and living by the movements that were checked above show a recognition of marginalized populations in our community that we have identified and made an effort to make them feel like they are home when they are at Pilgrim. This is an effort to identify blind spots in our daily patterns and taking steps toward becoming closer to God by becoming closer to each other. We have every intention of gaining more of these designations in the future as we wish to continue to evolve our understanding of the communal struggles all around us.

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

One key concept that underpins our approach to ecumenical and interfaith engagements is the recognition of the shared values and common goals that unite us with other religious communities. By focusing on what unites us rather than what divides us, we are able to work together toward common objectives such as social justice, peacebuilding, and community service.

How our mission statement compares to the actual time spent engaging in different activities.

To effectively evaluate how our congregation's mission statement aligns with the actual time spent on various activities, one can consider several key areas: 1.) Gathering Activities: e.g. Worship services, Bible studies, and fellowship events. 2.) Governance: this encompasses meetings for decision making, planning, and administrative tasks. 3.) Community Engagement: This includes service projects, outreach efforts, and partnership with local organizations. 4.) Spiritual Growth and Discipleship: our mission emphasizes personal and communal spiritual development, so then time is dedicated to educational programs like adult education, book studies, and retreats.

The scope of work assigned to our pastor(s). How 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's responsibilities generally involve a harmonious blend of direct ministry activities within the congregation, including preaching, providing pastoral care, and exercising leadership. Additionally, the role encompasses outreach efforts aimed at engaging with the wider community and fostering connections with the broader United Church of Christ.

## The ARDA or MissionInsite Reflection

---

ARDA/MI File

[Download ARDA/MI File](#)

From looking at our congregation's The ARDA or MissionInsite report, these trends and opportunities are what stood out to us.

According to the MissionInsite data and since the most recent census results came in after our previous search, we saw an increase in our community population greater than that of the state average. Our community continues to get younger but at a faster rate than our congregation, but it is getting younger. Our surrounding community continues to show growth in housing needs for single family dwellings, which are increasing by nearly 10%.

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

Our congregational demographics are very similar to the neighborhoods adjacent to the church and the community in which we draw our members in from. We have a slowly diversifying community and that includes each individual neighborhood. The pallet is slowly changing, and minds are slowly opening to what the future

community will look like. The community, as a whole, is waking up to societal struggles that our population encounters on a more frequent basis these days, and Pilgrim is at the front of helping the neighborhood and community see and grow with these changes.

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

Demographics within our community are helping shape ministry in that we are more open to talking about mental health struggles and economic struggles around us and how we can be more supportive. Our ministries now speak in open and affirming language that is more inclusive and in a way that makes it seem like this is the way things have always been, and we are loving, inclusive, and supportive of everyone.

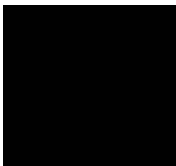
**What we hear when we talk to community leaders and ask them what our church is known for.**

When speaking with community leaders about Pilgrim they often highlight the church's strong commitment to social justice, inclusivity, and community engagement. Furthermore, Pilgrim's dedication to service and outreach programs, such as feeding the hungry, and participating in environmental sustainability efforts, sets us apart as a beacon of compassion and activism in Fond du Lac. Overall, community leaders recognize Pilgrim United Church of Christ for its profound impact on the local community and its steadfast commitment to fostering a more just and equitable society.

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

Newcomers at Pilgrim often express that what got them involved was the warm and welcoming community they experienced from the moment they walked through the doors. They often mention feeling a sense of belonging and acceptance, as well as being drawn to the church's commitment to social justice and inclusivity.

**References**



Kristel Lougher

Completed: Monday, Feb 17, 2025

Kristel Lougher  
Board President of United for Diversity (UFD)  
unitedfordiversity@gmail.com  
Numerous collaborations and community outreach

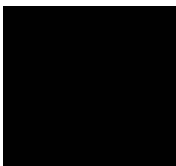
**Reference Response**

UFD deeply appreciates the unwavering support of Pilgrim UCC. Pilgrim UCC embodies inclusion, compassion, and active engagement, aligning closely with our mission.

Their participation in Celebrate CommUNITY and Pride Picnic Fond du Lac, along with hosting community events like Pride Picnic planning, Ebony Vision's Black History Month Celebration, and *Right to Read* screenings, highlights their dedication to fostering a welcoming space for all.

In times of need, Pilgrim UCC stands as a pillar of support. Their leadership addressed the urgent need for a nighttime warming shelter, in collaboration with other faith communities, demonstrating the power of collective action to address critical challenges.

Pilgrim UCC is a vibrant congregation with a lasting legacy of community impact. UFD looks forward to continuing to work together in advancing equity and inclusion in our community.



Mary Ellen McMeen

Completed: Tuesday, Feb 25, 2025

Active member of local Presbyterian Church. For many years a regular attendee of Pilgrim UCC's weekday adult educational program, Expanding Horizons.

Business: 9209226865

**Reference Response**

Expanding Horizons offers a wide variety of speakers, including professionals, church members and others who are involved in projects, caring activities, and religious/educational opportunities. The group has been very welcoming to me, both as a learner and a presenter. In 2024 co presented a three session of "The Gospel According to Woman" by Karen Armstrong. My favorite programs last year were 1) an inside perspective of El Salvador's presidential election by a volunteer poll worker who attends Expanding Horizons, 2) the political consequence of the life of Oscar Romero, and 3) reflections of Marcus Borg. Group discussion often follows the presentations. I learned about and attended two Parliaments of the World's Religions, in Salt Lake City and Toronto with Pilgrim UCC members. Together we truly enjoy growing and sharing our mutual faith

 Matt Wolfert

Completed: Thursday, Feb 27, 2025

I am the Principal of Rosenow Elementary School. Pilgrim UCC and Rosenow are community partners, with a partnership of over 10 years strong.

Business: 920-929-2996

#### Reference Response

To Whom It May Concern:

For over a decade, Pilgrim United Church of Christ has been a dedicated partner to Rosenow Elementary, sharing our commitment to making a difference. Volunteers from Pilgrim generously support our school by reading with students, playing math games, being lunchroom buddies, and assisting teachers.

Beyond volunteering, Pilgrim Church provides a safe space for our school in emergencies, offering comfort just a few blocks away. They also collaborate with us to support families in need, ensuring basic needs are met.

We take great pride in this partnership, which strengthens our community, and we look forward to continuing our collaboration for years to come.

Sincerely,

Matt Wolfert

Principal of Rosenow Elementary

#### Closing Prayer

---

"A Shepherd's Heart"

May the one who walks  
among us,  
Carry a heart like the  
gentle shepherd,  
Guiding with a voice  
both firm and kind,  
Nurturing the flock  
with love that binds.  
With eyes that see the  
hurting soul,  
A hand to lift and make  
us whole,  
A spirit that reflects  
the light divine,  
Leading us closer to  
the sacred shrine.  
Let their words be a  
balm to the weary,  
A beacon of hope in  
times dreary,

A melody of grace, a  
comforting song,  
May our community be  
strengthened, made strong.

Scripture Reference:

Psalm 23 - "The Lord is my shepherd; I shall not want..."

## Statement of Consent

---

### 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.*

Bradley J Leonhard-Search Committee Chair  
Barb Roder-Search Committee Member  
Neal Sieglaff-Search Committee Member  
Steven Wicichowski-Search Committee Member  
Chris Frederick-Search Committee Member  
Lucia Golla-Search Committee Member  
Tina Potter-Search Committee Member

### 2. Additional comments for interpreting the profile:

*No response*