

Name of Church
Zwingli UCC Mt. Vernon

Address
1693 Washington St
Verona, WI 53593

Conference:
Wisconsin

Association:
Southwest

Title
Half-Time Pastor

Start Date
Feb 15, 2025

Description
Pastor

Church Contact Information

(608) 832-6677 (Church Primary Phone)

church@mtvernonucc.org (Church Email)

Listing Information

Web Presences

<https://zwingliuccmtvernon.org/>

Type: Professional

[on/ https://www.facebook.com/MtVernonUCC/](https://www.facebook.com/MtVernonUCC/)

Type: Professional

Additional Formal Ecumenical Affiliations

No response

UCC Conference or Association Staff Contact Person

Name:

Rachel Bauman

Title:

Associate Conference Minister

Phone:

608-630-2992

Email:

rbauman@wcucc.org

What we value about living in our area.

We are lucky to have the church's backyard be Donald County Park (780 acres), where we can hike through restored oak savannah prairie to enjoy a scenic vista from a rock outcropping, take a dip in the pond, trout fish in the spring-fed stream, and enjoy the beauty of God's Creation. The popularity of sustainable, organic agriculture in our area means we get to eat well and know our food and our farmers. Living mostly in smaller communities we

appreciate getting to know each other well through visits to the local cafes, parks, breweries, grocery store, school, and library. We also value having city life a mere half hour away in Madison.

Current size of membership

70

Average in person attendance

30

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?

4

Languages used in ministry

English

Position Title

Half-Time Pastor

Position Duration

Settled

Compensation Level

1/2 Time (approximately 20-22 hours/week)

Does the total support package meet conference compensation guidelines?

Yes

Link to current Conference guidelines

[Download compensation guidelines](#)

Scope of Work

Select the expectations of the church's next pastor using the list below and following the [Call Agreement Workbook](#).

Some additional goals for the pastor may also be included here. Expectations should be reasonable based upon the compensation level selected above; for example, a ¼ time pastor likely has time for Worship Leadership, preaching, service preparation, and possibly emergency on-call pastoral care.

Expectations:

Worship Leadership, Preaching, Service Preparation.
Church Administration, Newsletter, Communications, Staff Supervision.
Leadership with Church governing body and committees.
Pastoral care, visitation of hospitalized, homebound, and members in care facilities.
Special services (weddings, funerals, liturgical year services).
Teaching – Bible Studies, adult education, confirmation, other (please provide a list of any other teaching items).
Maintain collegial and denominational relationships.

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)	26400	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Housing Allowance	15600	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Any Experiential Difference (Related to years of experience)	0	<input type="checkbox"/>	<input type="checkbox"/>
Salary Basis: 42000			
Pension/Annuity	300	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Social Security and Medicare Offset	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Medical/Dental Insurance	0	<input checked="" 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.

No response

The expected living situation for our next minister.

Within a 30-minute drive of the church. The congregation is situated close to several major cities and towns. The congregation does not provide a parsonage.

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

The church does not have a parsonage.

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

We have creative lay leaders who can respond by using effective communication and creative initiative. Our current structure looks like two sermons each month, one worship that has centering prayer instead of a sermon, one worship that has a focus on creation care with a reflection or short sermon, and in addition to this there is a lay-led Bible study for adults, and an active spiritual caregivers group. Lay members help lead services when pulpit supply is not available. Each week lay members help with ushering, scripture reading, serving communion, and greeting at the door to the church.

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

Criminal background checks.

Community of Practice Participation.

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

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

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.

God is calling us to live into our Mission statement more deeply (Wonder, Welcome, and Worship.) We Wonder with purpose, ask questions, celebrate differences, examine scripture, and embrace diversity; to Welcome our circle of neighbors, shower love and blessing throughout our community, and to care for creation; and to Worship in all that we do, and in ways that help our hearts to sing, nourish bodies, minds, and souls so that all are fed, and none leave the table hungry. We believe the table can always get bigger. Grab another plate and sit down. Or as Pete said at a recent meeting, "I'm Home."

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

We design community events that broaden the ministry beyond the walls of the building. We engage in outreach in traditional ways such as prayer chains and visiting. We also find unique ways to reach out to our community and invite them in such as movie nights, bake sales, bonfires and local summer festivals.

We created a little free pantry in the parking lot which is filling needs using donated gifts and local produce when in season. We are working on developing a community garden for area residents and church members to use for growing food and flowers.

We have received Kairos grants and are a Creation Justice Church. We have developed a Creation Care Sunday each month to build up the skills of lay leaders in worship since receiving this grant. We believe in a big outreach by being the church in the community. This grant also allowed us to employ one of our young adults to lead several art workshops for the community.

We also partner with local organizations and community groups for one-time initiatives such as an Advent toy drive, and a blanket drive in the winter with Neighbors Helping Neighbors. We hosted an overdose response training and now host an OAK box which has drug overdose supplies and education materials.

We do demonstrate an independent streak. It isn't unusual for worship to include opposing points of view as we have a spectrum of political and theological beliefs in our community. However, we are caregivers who love and care for each other and those differences are respected and honored. We often express we want to keep unity and peace and approach contentious issues softly with each other to find common ground, instead of calling attention to differences. We are a big family that is used to having people drop in – we have all the conflicts and comfort of a small family church. We are emotionally healthy in the sense that we have the deep relationships to work through conflict and come out the other side with understanding and a sense of resiliency.

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:	35
NUMBER OF ACTIVE NON-MEMBERS:	0
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	35

ARE THESE NUMBERS ESTIMATES?

Yes

Describe the total participation of the church:

DEMOGRAPHIC	NUMBER
MEMBERSHIP 5 YEARS AGO:	67
MEMBERSHIP 10 YEARS AGO:	74
WEEKLY ADULT EDUCATION ATTENDANCE: (IF ANY)	8
YOUTH MINISTRY ATTENDANCE: (IF ANY)	0

ARE THESE NUMBERS ESTIMATES?

Yes

Number of total participants by age:

AGE	NUMBER
0-11	0
12-17	2
18-24	5
25-34	5
35-44	13
45-54	15
55-64	25
65-74	25
75+	10

ARE THESE NUMBERS ESTIMATES?

Yes

Staff and Volunteer Leadership

List of all current staff:

STAFF OR VOLUNTEER POSITION	WHO GUIDES THE WORK OF THIS POSITION?	COMPENSATION	LENGTH OF TENURE FOR CURRENT PERSON IN THIS POSITION
Pastor	Council	part	18 months
Pianist	Pastor	part	Years and Years
Musicians	Pastor	vol	10-12 years
AV	Daniel Leavenworth	vol	4-5 people
Guild	Kelly Brumm	vol	5-6 people
Treasurer	Council	vol	assisted by former treasurer
Creation Care Mary Penninga	Pastor	vol	2-3 others help her
Fellowship Beth Albert	Pastor	vol	6 volunteers
Church Council	Steve Brumm	vol	7 volunteers
Caregivers	Judy Edwards	vol	4-5 volunteers
Endowment and Memorial	Phil Leavenworth	vol	4-6 volunteers

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

Our ability to support a full-time minister ended, and we have had to adapt. The efforts of committed lay people with a clear vision of adapting demonstrate strengths and potential for future growth. We want to grow and are shifting to a new chapter in our life, and we are open to growing in different ways. We seek a pastor who highly values and is committed to supporting a vibrant laity who longs to share their gifts for ministry within and outside the church building. Our ideal pastor will encourage and support the congregation members as they discern and exercise their gifts.

Church Finances

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	80000
Total	80000

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

74145

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](#)

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

No

Total amount of loan debt:

No response

Reason for debt:

Building remodeling. The remaining balance of \$14,000 has been paid all except for about \$10.00. To avoid paying a penalty for paying off the debt early, we are currently paying \$1.00 per month until August when it will be paid off in total.

Are capital and other payments current?

No

Does the church currently have any endowments? If so, what are the values of those endowments?

Endowment:

7624

Endowment:

5787

Endowment:

No response

Capital Campaigns

Description of any building programs projected or underway.

At the current time, we do not have any building projects planned.

Pictures



Does the church have a parsonage?

No

Describe all buildings owned by the church and include pictures:

The only building owned by the church is the church building.

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

None

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 worship spaces, including chancel and pulpit, for wheelchair users and people with other mobility aids
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
Wheelchair access in bathrooms
Handrails on all stairs

Sound system in sanctuary and other meeting places (fellowship hall, large meeting rooms, etc.)
Accessible bathroom on each floor

Which spaces are accessible to wheelchairs:

We have a ramp at the front of the church making the first floor accessible. We also have an entrance to the kitchen and fellowship hall making the lower level accessible also. The handicap accessible restroom is available on the lower level. Both levels of the church are wheelchair accessible.

Historical Information

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

In 2019, an extensive remodeling of the lower level and immediate outdoor area made the Church handicap accessible. In 2020, solar panels were installed on the roof, significantly decreasing the cost of electricity.

2015 - Open and Affirming Process was a big change in the church that resulted in some people leaving, and some people living into a more inclusive welcome for LGBT people. Our congregation still has a spectrum of political and theological beliefs including around gender identity and sexuality. While a majority of members support our Open and Affirming spirit, we continue to stay in loving relationship with members who have a different position or response to LGBTQ issues and look forward to living fully into our ONA designation.

2021 - Kairos/Creation Care Process empowered us to focus on our love and relationship with God's Creation. We have installed solar panels, try to be low waste, tend a community garden, and uplift the agricultural vocation and community to our area.

Ministerial History:

Name: Sonny Graves

Years of service: 2

Name: Brad Brookins

Years of service: 16

Name: Gary Wilner (interim)

Years of service: 1

Name: Lori Powell

Years of service: 2

Community Vision

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

The Caregiver Committee is charged with coordinating the distribution of fruit baskets, visitation, and cards to those going through difficult times.

We engage in various types of missionary support including Jon and Marijane Beutler and their family. We serve locally through a Neighbors Helping Neighbors blanket drive and FFA toy drive.

We are an Open & Affirming congregation. We mention these values in our welcoming statement, our welcome is clear on our website and Facebook page, and we support the PFLAG connection, and the local pride parade.

Creation Justice: We celebrate creation justice through a dedicated service each month, the installation of solar panels on our roof, a community garden, and a prairie plot.

Lay-led Bible Study each Sunday creates a circle of people who share, explore, and pray together.

Ministry of Hospitality: Easter breakfast, potlucks with movie nights, potluck after church, and bonfires with a meal.

We have a Little Free Pantry in the parking lot.

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.

Open and Affirming (ONA).

Other UCC designations:

Kairos/Creation Care

References



☒ Bradford Brookins

Completed: Thursday, Mar 13, 2025

Settled pastor from October, 2004 through June, 2020

Personal: (608) 699-2926

Personal: (608) 699-2926

Reference Response

Zwingli Mt Vernon is a small but vital congregation. Their leadership is strong and trustworthy, able to set and honor healthy boundaries and are clearly people of hope. They are a welcoming community with a deep commitment to their ONA covenant and to caring for each other. In terms of congregational function, including in planning and leading worship, they are intentionally and competently independent when they need to be. My sense is that they are looking for a pastor who will lead them, but not do everything for them; which is to say, they accept their gifts and take their responsibilities seriously. Their musicians are both competent and creative and have, over the years, made an enormous contribution to the quality of the worship services. Several of the members can, and have, led worship services, including preaching, do a very good job of it.



☒ Tim White

Completed: 4 days ago

I am a community member and Trustee for the nearby Village of Mount Horeb.

Personal Cell: 6082940394

Reference Response

The Mount Vernon Zwingli UCC Church has an engaged congregation. I have been to several of the churches events and been impressed with the passion which they are presented, as well as the inclusiveness which is extended to all attendees. In these hyper partisan times we endure, it is refreshing that this church has provided a big tent in regards to those who have found community within its walls.

Twenty five year ago I helped publish a history of the Village of Mount Vernon for it's **sesquicentennial. The village has a rich and interesting past. Much of the town's history relates to Zaingli. The town's setting remains idyllic. The town, once hosted many businesses and even a car dealership. There are very few businesses left. But the Church remains, a testament to the generations of families that have found community there.**



☒ Linda Wuestenberg

Completed: yesterday

I attend the church occasionally. I find the church community events, services. The message of the church of Christ's love is refreshing.

Primary Email Address: lindakw.anit@gmail.com

Business: 6082098432

Reference Response

I'm a Buddhist nun and live in Mt Vernon. Our Dharma group had requested church if we could hold meditation groups at the church. We had spoken to the church congregation if they would be open our group at the church. We were questioned and then the church had voted yes. This is impressive to get the buy in.

Personally attending the church, I found members very friendly and welcoming, even a nun. They pray and help many diverse people in the congregation.

They work very hard to get more and more community involvement. The churches activities has include more community members.

It appears very active and healthy board and church. I love that they have hired a trans pastor as well. I'd highly recommend being a pastor at this church. It's a great church, involved members, have live FB sermons, and increasing help to community, food pantry, bin fires and dinners.

Closing Prayer

At Zwingli UCC of Mt. Vernon, we are very blessed to have a dedicated, extremely talented, gifted group of musicians that fill our services with beautiful, powerful music. While some churches have special music on holidays and special occasions, we have it every Sunday, with even more on holidays and special occasions. Below is a link to an original song "Abundant Creation" written and performed by Steve and Kelly Brumm.

Link to the recording of Abundant Creation: https://www.youtube.com/live/2GTtECg7myU?si=udv_t5hCySrVQQBD&t=3560

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.

The search committee consists of membership volunteers and regular worship attendees. The committee represents settled long-time members and recent attendees.

2. Additional comments for interpreting the profile:

The profile has space limits for some of the questions. We would be happy to send you the complete profile upon request.