

Name of Church
Evangelical & Reformed UCC
Address
413 Wisconsin Ave Waukesha, WI 53186
Conference:
Wisconsin
Title
Associate Pastor of Engagement
Start Date
n/a
Description
Pastor

Church Contact Information

(262) 547-2424 (Church Primary Phone)

EandRoffice@gmail.com (Church Email)

Listing Information

Web Presences

<https://www.uccwaukesha.org> *Type: Professional*

<https://www.facebook.com/EvangelicalandReformedChurch> *Type: Professional*

<https://tinyurl.com/ERUCC> *Type: Professional*

Additional Formal Ecumenical Affiliations

None

UCC Conference or Association Staff Contact Person

Name:

Rachel Bauman

Title:

Associate Conference Minister

Phone:

(608) 630-2992

Email:

rbauman@wcucc.org

Summary Ministry Description

Evangelical & Reformed (E&R) UCC is located in downtown Waukesha. Our church is beautiful, vibrant, and financially sound. We seek a 3/4-time Associate Pastor of Engagement who loves people and is passionate about outreach, mission, young adults, and youth. We want someone with an empathetic, collaborative, and innovative leadership style to focus on community engagement and outreach, congregational growth and vitality, and youth and young adult participation. This pastor will work closely with our Senior Pastor and Christian Education Director.

Church pictures



What we value about living in our area.

Waukesha is in proximity to big cities and maintains its small-town charm. It is within two hours of Milwaukee, Madison, Green Bay, and Chicago. Waukesha offers access to a solid educational foundation, with great local schools and universities nearby. Outdoor recreation is abundant all year round. There are excellent healthcare facilities in the area and employment opportunities for all fields. Our church is located in downtown Waukesha, within walking distance to many different restaurants, cafes, shops, and local businesses.

Current size of membership

250

Average in person attendance

88

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?

0

Languages used in ministry

English

Position Title

Associate Pastor of Engagement

Position Duration

Settled

Compensation Level

3/4 Time (approximately 30-32 hours/week)

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.

[Download scope of Work](#)

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

First:

Open minded

- Willing to listen to all points of view and give everyone a voice.
- Being open to new experiences and ideas.
- Involves being creative, curious, and the ability to think outside the box.

Second:

Interpersonal Abilities

- Build and maintain strong relationships with congregants and community members through active listening and compassionate care.
- Lead and collaborate across groups and settings (i.e., council, staff, committees, etc.).

Third:

Strategic Planning

- Develop and implement strategies to meet the needs of the church and community.

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)	56000	<input type="checkbox"/>	<input type="checkbox"/>
Housing Allowance	0	<input type="checkbox"/>	<input type="checkbox"/>
Any Experiential Difference (Related to years of experience)	0	<input type="checkbox"/>	<input type="checkbox"/>
Salary Basis: 56000			
Pension/Annuity	0	<input type="checkbox"/>	<input type="checkbox"/>
Social Security and Medicare Offset	4284	<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.

Benefit costs will be calculated once the church finds a candidate they are willing to call. The church will pay the Community Of Practice fee of \$250.00.

The expected living situation for our next minister.

Living nearby with housing allowance.

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 response

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

No response

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

Reimbursement for use of personal vehicle.
Cell Phone and/or Internet.
Conference and/or Association meeting registrations
Other meeting registrations (or educational requirement registrations).
Community of Practice Participation.

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

The Wisconsin Conference offers Community of Practice groups that consist of 8-10 members each and are facilitated by a trained, seasoned, pastor. These confidential groups focus on the practice of ministry and vocational support, while fostering peer care and reflection. More information can be found here: <https://wcucc.org/programs-education/communities-of-practice/>.
The WI Conference also offers Clergy Coaching: <https://wcucc.org/resource-center/shift-coaching-initiative/> and funds for clergy continuing education.

Who Is God Calling to Minister with Us?

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

Our goals are:

- To be known for more than being the “church that burned”. While the church fire was a historic moment in our church’s history, we think that since that moment, it has “defined” our church in the community. Instead, we want the community to know us as the “church that rebuilt or resurrected”. We want to change the narrative around our congregation to focus on the amazing things we have accomplished, beyond just rebuilding the physical building, and how our mission has evolved.
- To grow our identity in the community as a progressive mainline protestant congregation that welcomes everyone. We are a church where people can bring their questions and be curious about their faith.
- To bring new faces into our congregation, to join us in worshiping, serving, and learning about God. Visitors say we are welcoming and open. We want our associate pastor to help us promote E&R as a congregation where everyone belongs.

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

We want the associate pastor to help us identify the needs of our community so that we can expand our service in our community in more concrete ways.

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

Language requirement: English; Spanish a plus but not necessary.

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.

BUILDING TRANSFORMATIONAL LEADERSHIP SKILLS

- Empowering the Church to be faithful to God’s call, reflective of Christ’s mission, and open to the surprises of the Holy Spirit.
- Strategically creating the future of God’s Church.
- Witnessing in the public square to God’s redeeming power.
- Performing necessary and appropriate administrative tasks.
- Working collaboratively with intercultural awareness and sensitivity.
- Encouraging leadership development of self and others through continuing education and lifelong learning.

CARING FOR ALL CREATION

- Nurturing care and compassion for God’s creation.
- Maintaining a basic understanding of mental health and wellness.
- Practicing self-care and life balance.
- Providing hope and healing to a hurting world.
- Attending to one’s own spiritual and pastoral care, including engagement in supervision as appropriate.
- Stewarding the resources of the Church.

WORKING TOGETHER FOR JUSTICE AND MERCY

- Drawing on the ministry of Jesus Christ to confront injustice and oppression.
- Practicing the radical hospitality of God.
- Identifying and working to overcome explicit and implicit bias in the life of the Church.
- Understanding community context and navigating change with a community.
- Engaging in mission and outreach.
- Building relationships of mutual trust and interdependence.

STRENGTHENING INTER- AND INTRA- PERSONAL ASSETS

- Developing and maintaining a healthy sense of self as shaped by God, community, and life experiences.
- Living in relationships of covenantal accountability with God and the Church.
- Exhibiting strong moral character and personal integrity.
- Respecting the dignity of all God’s people.
- Understanding and ministering to stages of human development across the life span.
- Demonstrating excellent communication skills.

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.

We are called to become a congregation that is open and welcoming to all people. Our goal is to grow into a faith community that is not only involved in the community but is an essential and vibrant part of it. We want to expand our engagement and build partnerships in the community. Moving forward, we are looking to further connect with the wider community to create a space where everyone feels comfortable. We want to create opportunities to explore faith, making it approachable for everyone.

We want to build a world where every person knows they are loved by God, feels valued and supported, and is nurtured on their spiritual journey.

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

Over the past 2 years, we have grown our Baking Buddies program into Friendship Ministries. Baking Buddies is a free baking class for kids and adults with disabilities who are paired with a youth peer or adult to bake a sweet treat to take home. Its goal is to provide interactive opportunities and build relationships. In 10 years, Baking Buddies grew from less than 10 participants with disabilities to 60, with volunteers from throughout the community. We offered families the opportunity for faith formation, and Friendship Ministries was born. It includes Friends in Faith Bible Study Class and once-monthly Sensory Friendly Worship, along with volunteer opportunities and social events. Friendship Ministries aims to celebrate abilities, make lasting friendships, grow faith, and provide socially active opportunities for people with disabilities. The result has been increased program growth and engagement, along with great appreciation from the families who participate, who are grateful to have a faith community that embraces them. Next steps include adding additional Friends in Faith classes to accommodate the waiting list and finding ways to involve more congregants in this ministry.

Congregation Reflections

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

We are expanding our language for God in worship liturgy, so that every person sees themselves as created in God's image. Our congregation believes that God acts through us to open our hearts and our church to all. We strive to be a warm and loving congregation, not just for our members, but for everyone in the community, seeing God in every person, not just those who look like us or think like us. No one journeys alone spiritually. We travel together with the Holy Spirit, strengthening and guiding us, having some fun along the way. Our goal is to provide opportunities for people to grow spiritually and be involved in our Church and community.

Strengths or positive qualities of our congregation.

We are welcoming:

- Hold community-wide events, such as crafters corner, fall festival, annual craft fair, summer vacation bible school, grillin' & chillin'
- Friendship Ministries programming supports individuals with disabilities, including monthly events and Baking Buddies

We are social:

- Weekly Sunday coffee hour to connect with each other
- Churchwide Connections events bring together all generations to learn, have fun, & participate in mission projects
- We have a book club & an updated library
- We offer movie afternoons & evenings
- Annual Brewer game event with tailgating

We are generous and caring:

- We support local non-profits by donating money through our Benevolence Committee
- We hold food & supply drives
- We care for each other by providing meals through Angel's Express & funds through our Giving Tree
- We serve and prepare meals for local non-profits

We are a resilient congregation rooted in strong familial ties and a strong church history. We have overcome adversity and worked together to get the job done.

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

As a congregation, we struggle to balance our history and traditions while initiating change and envisioning the future. We know that there is work to be done to grow and flourish, but generationally, we feel safe with the familiarity. We have planted the seeds to begin change; however, our change is gradual.

For example, when our Band of Praise formed 15 years ago, some congregants did not like the style or volume of music. Over the years, the band evolved from performative to collaborative, teaching congregants the songs and encouraging them to sing along. Now, people look forward to the first Sunday of each month because they know the band is playing.

We envision this type of transformation in other areas of our communal life. We want to welcome and accept everyone through increased involvement in intergenerational ministry, Friendship Ministries, and connecting with community members.

What worship is like when our congregation gathers.

Worship is held in our sanctuary at 9 a.m. on Sunday and livestreamed on our YouTube channel. It is structured around passages of the Bible that are applied to our everyday lives. Most of our hymns come from the Worship and Rejoice hymnal and are accompanied by our organist. Our Band of Praise leads us in more contemporary songs and music on the first Sunday of the month. Special music is frequently provided by students from nearby Carroll University.

Good preaching is passionate, authentic, relatable, inspiring, creative, original, and memorable. Ultimately, having a positive impact on people's lives by faithfully communicating God's love.

We have special Sunday services throughout the year, including youth-led worship, a Christmas program, and contemplative worship. We continue to work on diversifying our liturgy and have an open Communion table.

Our monthly Sensory Friendly Worship offers a shorter worship service with quieter music (piano or guitar) while being able to move around the sanctuary or play with a fidget. It was born from the desire of some of our Friendship Ministries families to offer a welcoming, neuro-affirming worship service.

The educational program/faith formation vision of our church.

We offer Christian Education for all ages.

From preschool to 6th grade, we have an E&R Kids program during the school year led by our Christian Education Director and members of the congregation. Children learn about Bible stories through interactive activities like art, games, drama, music, baking, and science. In the summer, Vacation Bible School is a week dedicated to learning about God with fun summer activities, with adaptations for people with disabilities.

Currently, our Confirmation program lasts two years; participants begin in 8th grade. Our Trailblazers class for 7th-12th graders provides an opportunity for students to discuss faith and life topics, including perseverance, self-worth, and celebrating diversity. Our church offers Friends in Faith, where, once a month, kids and young adults with disabilities come to learn about God and the Bible through adapted lessons and activities.

We have two Bible studies: one online and the other in-person and also Men's Breakfast, where the men meet to develop friendships and encourage each other in their spiritual walk. We want to expand our small group ministries to provide even more opportunities to grow our faith.

How our congregation is organized for ministry and mission.

Our church Council (the executive body), elected by the congregation (the governing body), oversees the operations of the church. There are numerous committees appointed and overseen by the Council to handle specific tasks that further serve the purpose of the church. Committee decisions are communicated back to the Council.

Any decisions made by Council are communicated to the congregation in the meeting minutes that are published in our monthly Trumpet newsletter. Other forms of communication are through announcements in church, mailings, and meetings. There is an annual congregational budget meeting to approve the budget and the Annual Congregational meeting to review and inform the congregation about the previous year.

The Council meets once a month. Some committees meet anywhere from once a month to once a year. The Meetings last approximately two hours or less.

When it comes to decision-making, 8 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...

A man in an SUV drove through the 2021 Waukesha Christmas parade route that went past our church. Our Christian Education Director, Mary Ann, her husband Greg, and several congregants were serving cookies and cocoa near the route. When police fired shots and people ran, Mary Ann and a congregant held open the church doors to let people inside. About 60 people sheltered inside, including children who had been in the parade and were separated from their parents along with parents who had been separated from their children. Mary Ann opened the daycare room so kids could have access to toys while she and other congregants provided snacks and helped calm people. Greg checked with police to get accurate information to share. Mary Ann and others continued to check in

with each person or group, listening to them, giving updates, and being a calm presence. When the power went out, the doors unlocked, so congregants and community members staffed them. After nearly five hours, the all clear was given. Greg and other congregants walked or drove people to their cars, so no one was alone.

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

[📄 2025 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:	202
NUMBER OF ACTIVE NON-MEMBERS:	46
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	248

ARE THESE NUMBERS ESTIMATES?

No

Percentage of total participants who have been in the church:

TIME	PERCENTAGE
MORE THAN 10 YEARS:	70%
LESS THAN 10, MORE THAN 5 YEARS:	25%
LESS THAN 5 YEARS:	5%

ARE THESE NUMBERS ESTIMATES?

Yes

Number of total participants by age:

AGE	NUMBER
0-11	27
12-17	22
18-24	23
25-34	38
35-44	32
45-54	28
55-64	44
65-74	39
75+	68

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various household types:

HOUSEHOLD TYPE	PERCENTAGE
SINGLE ADULTS UNDER 35:	23%
HOUSEHOLDS WITH MINORS:	12%
SINGLE ADULTS AGE 35-65:	16%
JOINT HOUSEHOLDS WITH NO MINORS:	28%
SINGLE ADULTS OVER 65:	21%

ARE THESE NUMBERS ESTIMATES?

Yes

Education level of adult participants by percentage:

EDUCATION LEVEL	PERCENTAGE
HIGH SCHOOL:	10%
COLLEGE:	70%
GRADUATE SCHOOL:	10%
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:	43%
ADULTS WHO ARE RETIRED:	35%
ADULTS WHO ARE NOT FULLY EMPLOYED:	22%

ARE THESE NUMBERS ESTIMATES?

Yes

The range of occupations of working adults in the congregation:

We have a range from blue-collar workers to professionals, with many retirees. The broad scope of occupations reflected in our congregation mirrors that of our community. Congregants work in a wide variety of industries, including manufacturing, healthcare, education, professional services, and the arts.

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

We are a majority European American congregation. Our community has a large Hispanic demographic.

What diversity means in our context?

While not traditionally ethnically or culturally diverse, our congregation exhibits diversity in different ways. Our congregants bring a wide spectrum of life experiences to church each Sunday. We are blessed with diversity in ability, and one of our congregation's strengths is creating a welcoming environment for individuals with disabilities. We bring a diverse set of religious experiences, with approximately half of our membership coming from other denominations.

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

No

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)	12	Christian Ed Director
Baptisms (number last year)	0	Pastor
Children's Groups or Classes	15	Christain Ed Director
Christmas Eve and Easter Worship	105	Pastor, Worship & Arts Committee
Choirs and Music Groups	8	Choir Director, Organist, Pastor
Church-based Bible Study	16	Pastor & Christian Ed Director
Communion (served how often?)	12	1/month; Pastor & Elders
Confirmation (number confirmed last year)	3	Pastor & Christian Ed Director
Funerals (number last year)	2	Pastor & Office Manager
Retreats	31	Retreat Committee
Worship (digital / online / livestream)	17	Pastor & Tech
Youth Groups or Classes	10	Christian Ed Director

Worship Times

WORSHIP (TIME SLOT):	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
9:00 a.m.	70	Pastor
1:00 p.m.	10	Pastor

Additional comments:

1:00 p.m. worship is our Sensory Friendly Worship service that we have once per month.

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
Shelby Jeidy	4	UW Health	Chaplain	<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:

Rev. Howard Kussler, Pastor Emeritus, is not a member, but has occasionally visited and remains in contact with some congregants.

List of all current staff:

STAFF POSITION	HEAD OF STAFF	COMPENSATION	SUPERVISED BY	LENGTH OF TENURE FOR CURRENT PERSON IN THIS POSITION
Custodian	No	part	Trustees	11 Years
Treasurer	No	part	Personnel Committee	5 Years
Office Manager	No	part	Personnel Committee	15 years
Organist	No	part	Personnel Committee	35 Years
Choir Director/Pianist	No	part	Personnel Committee	8 Years
Senior Pastor	No	full	Personnel Committee	4 years
Christian Education Director	No	full	Board of Education	14 years

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

Our ministry reflects our commitment to growing our faith, learning together, and having fun together. It continues to evolve to meet the needs of our members and those of the greater community, as seen in our work with Friendship Ministries. As a congregation, we strive to expand this to others in the community.

Church Finances

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	122192
Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)	381513
Rentals of Church Building	17175
Total	520880

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

564813

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?

30

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 gathered through donations and from our budget.

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

1

Total amount of loan debt:

No response

Reason for debt:

There is no debt.

Are capital and other payments current?

Yes

Capital Campaigns

Description of any building programs projected or underway.

None

Pictures



Description of any capital campaigns in the last ten years:

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

None

Does your church have an endowment?

Yes

What is the market value of the assets?

6200000

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

Yes

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:

The draw comes from the interest earned off of the invested Endowment. We are only allowed to use the interest income from our investments.

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

It could last a long time depending on giving and money management.

Please comment on the above calculations or estimates:

No response

Other Assets

Church Building

Reserves (savings):

1422320

Investments (other than endowment):

No response

Does the church have a parsonage?

No

Description of all buildings owned by the church:

Our church was built in 2008 and is fully handicap accessible. We have a commercial kitchen which we rent out to local business owners starting out in the food industry. Part of the building is rented out to a daycare and the second floor is dedicated to the Sunday School and youth group. Our building is used for various community endeavors (dart ball, Girl Scouts, Civil War history group, voter polling place). The church is open for the annual Fourth of July and Christmas parade. We also have a storage shed.

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

None

Accessibility features of our building(s):



Accessible parking spaces
Interior access to different floors for wheelchair users or others with mobility aids (elevator, chair lift, ramps)
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
Large print bulletins
Wheelchair access in bathrooms

"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.)
Curb cuts
Accessible bathroom on each floor

Which spaces are accessible to wheelchairs:

All areas are accessible to wheelchairs. We are ADA compliant.

Policies regarding financial practices of the church:

We have a treasurer who is authorized to pay all the bills and does the payroll. We have a financial secretary. There is a budget committee that puts together the budget. There is an investment committee that oversees the investments and works with a financial adviser and investment firm. We have endowments that have stipulations and designations on when we can use them or access them. Most of the investment income is used to cover the shortfalls in giving to maintain our budget.

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

We have been blessed to be in a good financial position. With good money management and stewardship it should last us for awhile.

Historical Information

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

Waukesha Christmas Parade 2021: A man in a SUV killed six spectators and wounded dozens while we were conducting our traditional cookies and cocoa giveaways on the parade route right outside the church. Dozens of families took refuge inside E&R walls. A prayer vigil was held in December 2022 to remember the victims and pray for continued love and safety in our community.

Church Fire 2005: Our sanctuary burned in December 2005 and was a total loss. Instead of only rebuilding the sanctuary, we demolished our entire facility to build one that is accessible to all people. We were blessed to have the support of community members and churches, along with Wisconsin Conference UCC churches. Our congregation came together to rebuild and pay off the loan that was used to build the current church, which is a reflection of our belief in resurrection.

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

After Rev. Bob Gross resigned, our church continued with worship services using Pulpit Supply Ministers until we hired an Interim Minister. When one Pulpit Supply Minister had to cancel due to illness at the last minute, we continued with the worship service. The liturgist read the scripture readings, then we sang extra songs in place of a sermon. On one Sunday, we couldn't get a Pulpit Supply Minister, so our Christian Education Director, who attended the Wisconsin Conference UCC Lay Academy, preached the sermon. With strong Council and committee leadership, church business continued as usual.

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.

When conflict arises, we have an informal meeting during coffee hour that we refer to as a "congregational conversation". This is a forum for congregants to have an open and voluntary discussion about the issue, ensuring that everyone has the opportunity to have their voice heard. This reflects our goals, which are active listening, transparency, and dialogue; we listen and we don't judge. If the issue requires a congregational vote, that happens a week or two later to give congregants time to think and pray about it. That also helps reduce anxiety because it removes the pressure of an immediate decision.

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

Our most recent conflict was regarding how we take attendance each Sunday. We check off each congregant's name on a list. A congregant brought forward concerns about privacy. We used a congregational conversation to address the issue and decide whether or not to continue taking attendance that way. Congregants agreed that this method was acceptable and no change was made. The congregant who raised the concern was told that their name could be removed from the list.

Ministerial History:

<i>Name:</i> Rev. Dr. Bob Gross	<i>Years of service:</i> 6	UCC Standing
<i>Name:</i> Rev. James Gorman	<i>Years of service:</i> 10	UCC Standing
<i>Name:</i> Rev. Wayne Adcock	<i>Years of service:</i> 1	
<i>Name:</i> Rev. David Switzer	<i>Years of service:</i> 3	UCC Standing
<i>Name:</i> Rev. Howard Kussler	<i>Years of service:</i> 30	UCC Standing
<i>Name:</i> Rev. Christine Wilke	<i>Years of service:</i> 4	UCC Standing

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

We have learned the importance of collaborative leadership, especially in navigating change. We value a minister who listens, encourages open communication, and involves the whole congregation in the decision-making/leadership process.

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.

Service and advocacy are foundational values of our church as seen through our Benevolence Committee and the work of our congregation supporting the following non-profits and organizations:

- Family promise
- Waukesha Food Pantry
- Friends with Food
- The Women's Center
- Habitat for Humanity
- Hope Center
- Hebron House
- Heifer International
- NAMI - National Alliance on Mental Illness
- St. Vincent de Paul
- United Way
- Waukesha Fire Department
- ACAP - Adaptive Community Approach Program
- ERAS Senior Services
- Salvation Army
- Big Yellow House - Family Service
- Center for Veterans' Services

Additionally, we serve meals at the Hope Center and Family Promise. Circle of Friends makes quilts that are donated to the Women's Center and recently to two immigrant families. Each quilt is infused with love and prayers that remind the recipient that they are God's beloved.

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

We send delegates to the Conference Annual Meeting, and when possible, send delegates to Ecclesiastical Councils that occur in our area.

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

We currently do not do this.

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.

None.

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.

We are open to exploring the Accessible to All designation. We previously attempted to become an Open and Affirming congregation, but the UCC process was not followed. We are planning to re-engage the ONA process in 2026.

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

We participate in the Association of Waukesha Congregations, an interfaith group that comes together in times of crises and to support local non-profits. Our minister meets monthly with clergy from participating congregations. We learn about other faiths by touring their facilities with our Confirmands. We work with Delafield Presbyterian Church to serve meals at Family Promise of Waukesha County.

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

Our current mission statement is "to foster the spiritual growth of a community of devoted followers of Christ." We believe that everything we do fosters the spiritual growth of our community of faith. All the activities mentioned above support our mission.

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.

All community ministry, including events and meetings, is incorporated into her weekly hours as work on behalf of the congregation. Because she does time-consuming ministry for the Wisconsin Conference UCC, which she loves, she voluntarily counts only the time she spends in official meetings, not phone calls or other meetings and events

The ARDA or MissionInsite Reflection

ARDA/MI File

No response

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

As we explain below, there are a few areas in the ARDA demographics that show room for growth for our congregation.

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.

A lot of the ARDA demographics closely resemble the demographics of our church. Our congregation is predominantly white, but our area does have a growing Hispanic population. The membership of our congregation is demographically similar to that of other churches in our general area.

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

1 in 10 people in the area are below the poverty line. Our church works in conjunction with local non-profits to meet the needs of those in our community by providing food and clothes through drives and serving meals.

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

Our church is known for caring about the people in our community, especially those in need of food, housing, and clothing. We work with local non-profits already doing this work in our community, and we are a founding congregation of the HOPE Center. We donate money and items and provide meals for several of these organizations.

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

New members of the church often say they became involved with E & R church because we are very welcoming. Some say that they experienced a sense of belonging, a desire for spiritual growth, or have a personal connection to a member/members.

References

Anne Mulhollon

Completed: Wednesday, Sep 3, 2025

Our family has been participating in the E&R UCC Baking Buddies program for 10 years. I am also a member on the Friendship Ministries Committee.

Primary Email Address: annemulhollon@gmail.com

Mobile Phone: (262) 424-9857

Reference Response

I highly recommend E&R UCC:

*They are a safe place for all of God's people, including those with special needs who are not always able to advocate for themselves.

*They see a need in the community and take action to meet those needs. Those with special needs don't always have a place to go or friends to hang out with.

*The Friends in Faith group for special needs has transformed my young adult children to grow in their faith and have these opportunities to deepen their understanding of God's love for them at a level that they can understand.

*In these challenging times, sometimes it's important just to have fun, laugh and relax. We do that through game nights, movie nights, dances and many other activities that E&R UCC provides.

These are just a few examples, but I am forever grateful for the E&R UCC and all they do for their congregation and for the special needs community. Thank you

Joe Nettesheim

Completed: Thursday, Sep 18, 2025

Evangelical and Reformed UCC has partnered with Family Promise of Waukesha County by providing direct service to families experiencing homelessness.

Primary Email Address: joe@familypromisewaukeshawi.org

Business: 2629682321

Reference Response

It is our honor to provide an enthusiastic endorsement of Evangelical and Reformed UCC for their commitment to caring for the community and living their faith in both word and action. Through the partnership with E+R UCC we witnessed a community of faith that worked collaboratively with Delafield Presbyterian Church in providing space for the families to sleep, volunteers, food, supplies and financial support. They exhibit a collaborative spirit and commitment to the most vulnerable in our community. Even though our model of shelter changed after 2020, E+R UCC continued to provide support. It is our experience and observation that E+R UCC is seeking multiple avenues to have a positive impact in Waukesha County through service and advocacy for systematic changes. E+ R UCC is a powerful ally and vital collaborator for families experiencing homelessness. We are pleased to recommend E+R UCC

Brittany Barber

Completed: Sunday, Sep 28, 2025

Minister of the First Congregational United Church of Christ in Waukesha, WI for the last 13 years.

Personal: (262) 349-4312

Personal: (262) 349-4312

Reference Response

The Evangelical and Reformed United Church of Christ has been a strong congregation in our town for generations. The congregation has interesting programs for their Confirmation students and youth, including outreach to the neurodivergent community. This special ministry has organically grown from the needs of some of the children in their congregation.

The congregation has been on a path for the last 5-10 years of beginning to envision who the congregation will be in the future. Creating a role for a minister to reach out into the community is a next great step to this process. I enjoy working with Rev. Christine Wilke greatly. She is a direct communicator and well organized.

I think that the best candidate for this new role will be creative, willing to make risks to reach out in our community. Please call or text me with any further questions - 314 954 4541.

Rev. Brittany Barber

Closing Prayer

Gracious God, We are grateful for your love and guidance as our church moves forward to call an associate pastor. Send your Spirit to help them and us discern your call for our collective lives. Together, may we embody your love, compassion, and grace. Grant us the wisdom to follow your will and unite our hearts and minds as we move forward together. Continue to guide us as we dream about the next chapter for our congregation. In all your holy names, we pray. Amen.

Thank you for reading the profile and for coming across our church. It is a cool place, we like it lots and we think you will too!

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.

Associate Pastor Church Team which includes the Senior Minister and Council President.

2. Additional comments for interpreting the profile:

No response