

Name of Church

United Church of Christ

Address5710 Anthony St
McFarland, WI 53558-8625**Conference:**

Wisconsin

Association:

No Associations

Title

Pastor

Start Date

Feb 1, 2026

Description

Pastor

Church Contact Information

(608) 838-9322 (Church Primary Phone)

office@mcfarlanducc.org (Church Email)

Listing Information

Web Presences

<https://mcfarlanducc.org>*Type: Professional*<https://www.facebook.com/mcfarlanducc>*Type: Professional*<https://www.youtube.com/@mcfarlanducc>*Type: Professional***Additional Formal Ecumenical Affiliations**

None

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

Rev. Rachel Bauman

Title:

Associate Conference Minister

Phone:

608-630-2992

Email:

rbauman@wcucc.org

Summary Ministry Description

McFarland United Church of Christ, a Church with Heart, is a thriving congregation in the suburbs of Madison that looks to continue our legacy of community engagement and social justice. Our commitment as an Open and Affirming church is reinforced every Sunday as we collectively state the ONA Welcoming Statement at the start of each worship service. We live out our progressive values by pursuing social justice through our ministry teams and actions. We recognize the importance of human interaction and kindness while we demonstrate this at each worship service and throughout our local community. We are a community of learners who continually look to expand our spiritual growth and connections within a framework of compassion and love.

We are seeking a settled pastor who will inspire us to expand our community engagement and social justice actions while guiding us on our journey of growth and sustainability. We seek a candidate who will support our ministry teams in their work and assist us as we clarify priorities. We desire an individual who will expand connections beyond the walls of our church, especially as we seek to collaborate with youth affiliated with local churches. We seek someone who will support faith formation for all ages with Sunday messages that connect faith with the current joys and challenges we face individually as well as a community. Our successful candidate will oversee an Administrative Assistant and an organist/pianist. Our pastor will be supported by strong and committed lay leaders.

Church pictures



What we value about living in our area.

The village of McFarland is a growing community of almost 10,000 residents located southeast from Madison on Lake Waubesa. While maintaining a friendly, small-town atmosphere, McFarland also offers all the advantages of proximity to a mid-sized metropolitan area. We value living in our community because of the involvement that residents take in the well-being and future of McFarland. The numerous service clubs and organizations provide multiple opportunities to support the amazing generosity of community members. We value the quality of our schools and the local support of those schools. McFarland has exceptional parks and a variety of outdoor recreation venues.

We also enjoy and value:

- the many benefits associated with our proximity to a world-class educational institution (University of Wisconsin-Madison)
- access to the state capital and state government that provides opportunity for active participation and presence with social justice issues
- multiple opportunities to enjoy amazing natural resources, including all our lakes, rivers, nearby state parks, and over 200 miles of hiking and biking paths
- a high quality of life in Dane County supported by outstanding healthcare resources; arts and cultural opportunities including theater, art museums, and performing arts centers; and large employers of professional industries including IT (e.g., Epic), insurance (e.g., American Family), and healthcare (e.g., UW, Exact Sciences).

Current size of membership

130

Average in person attendance

70

Does your church hold virtual worship services?

Yes

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

Video Conferencing

On average, how many devices are logged in per service?

15

Languages used in ministry

English

Position Title

Pastor

Position Duration

Settled

Compensation Level

Full Time

Does the total support package meet conference compensation guidelines?

Yes

Link to current Conference guidelines

[Download FINAL-2026- WI Conference Compensation-Guidelines-for-Full-Time.pdf](#)

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:**

Worship Leadership and Insightful Preaching: We are seeking a pastor who will deliver messages that inspire and support our faith. We seek a balance of spirituality and intellectual stimulation that helps to refocus our perception of reality while challenging us to make a difference in that reality. As we look at the bible and the teachings within, we would like to see someone as our pastor who invites an inquiry of God based on hermeneutical principles and is willing to explore this. We are seeking a pastor who helps us understand there are other ways to understand God besides only Christian faith and how seeing things differently is important, especially in our current polarized society. We seek to expand on how we live out Micah 6:8 to act justly, to love mercy, and to walk humbly with God. Additionally, we seek a pastor who is willing to incorporate a variety of uplifting, inspiring music to support our worship service.

Second:

Pastoral Care: We are seeking an approachable pastor who will provide support, guidance, and spiritual care for individuals and families. In addition, we seek to have a pastor who will collaborate closely with our lay volunteers who have been trained through the Befrienders program.

Third:

Leadership: We seek a pastor who will collaboratively guide the vision and direction of our church while supporting our mission of service. We are looking for a pastor to grow with us and for our members to grow with the pastor. This includes being aware of and sharing resources from our state conference as well as the wider church. One of our passions and strengths is interfacing with the community and we seek a leader who takes a leadership role while also sharing that leadership with members of the congregation.

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	☒	☐
Housing Allowance	0	☒	☐
Any Experiential Difference (Related to years of experience)	0	☒	☐
Salary Basis: 0			
Pension/Annuity	0	☒	☐
Social Security and Medicare Offset	0	☒	☐
Medical/Dental Insurance	0	☒	☐
Life Insurance	0	☒	☐
Disability Insurance	0	☐	☐
Worker's Compensation	0	☐	☐

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

McFarland UCC intends to negotiate fairly using the WI Conference UCC compensation guidelines.

The expected living situation for our next minister.

Living nearby with a housing allowance and expected to have a fairly short commute.

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 provided

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.

Conference and/or Association meeting registrations

Other meeting registrations (or educational requirement registrations).

Criminal background checks.

Community of Practice Participation.

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

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

Who Is God Calling to Minister with Us?

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

- Reinforcing our welcoming spirit
- Engaging our children and youth
- Guiding faith formation
- Providing spiritual support
- Evaluating opportunities to support social justice
- Broadening musical selections to include contemporary music
- Promoting the love of Jesus
- Sharing leadership with church staff, lay leaders, and our various ministry teams
- Encouraging the congregation to continue to share individual gifts and talents

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

While there's always a place for learning, we cannot stop at just learning. We need to actively work together to seek justice and walk humbly within the larger community to make an impact. We need to be equipped and prepared to deal with what's out in the world so we can "walk the talk" within the larger community. We seek a collaborator who is comfortable connecting with other local churches and organizations. Our pastor should be connected to something bigger than us, then bring it to our level and help light the fire of activity. By supporting our church's community spirit beyond the walls of church, we look to naturally attract others to our mission and values. Ultimately, such activities have the potential to change the demographics or increase the number of individuals participating in the actions of our congregation.

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

Because we are so committed to social justice, our next pastor needs to be culturally aware and responsive to culturally-specific changes that may challenge our congregation and community.

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.

In 2026, we surveyed the congregation in April and conducted focus groups in June. Through rankings, open-ended questions, and discussions, themes of community, loving, justice, spiritual openness, learning, and leadership were consistently cited.

These responses correspond with the following four areas of excellence from "The Marks of Faithful and Effective Ministry":

1. Exhibiting a Spiritual Foundation and Ongoing Spiritual Practice
2. Building Transformational Leadership Skills
3. Participating in Theological Praxis
4. Working together for Justice and Mercy

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.

Increasing our awareness of the larger framework of social justice and to mirror what Jesus taught; we need this within the context and culture of how this applies today.

Expanding our congregation in ways that support children and youth, including finding ways or times to accommodate families.

Exploring opportunities for community learning (similar to the process used when we became open and affirming - a multi-faceted and in-depth discovery process)

Providing opportunities for healing (emotional healing for deep woundedness from mental health crisis, violence, or addiction; grief support) for church members as well as the extended community.

Understanding scriptures differently - riding the wave of new understanding and realizing "God it still speaking"

Promoting personal growth, healing, and spirituality then expanding this into the community

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

Some of things we have done over the past five years include:

Social Justice Collective Ministry Team

- supported a refugee family (provided over \$25,000 financial assistance, furnished an apartment, a car was donated, supported medical appointments during pregnancy and birth of second child, and guided interactions with lawyers) as they transitioned to financial independence
- initiated Madison College scholarship for immigrants
- organized community presentations: Mark Charles, Native American activist/author; Doug Pagitt, progressive pastor/ Director of Vote Common Good, on Christian nationalism; WI Conference Palestine Workgroup updates
- led several book reading discussions
- helped sponsor McFarland's Pride in Park event

Creation Care Ministry Team

- inspired us to install solar panels on church roof
- promoted the installation of prairie plots, pollinator garden, and oak trees on church property which further inspired expansion of prairie area by a local Girl Scout
- promoted Earth Day activities
- committed to Fair Trade beverages and a plastic-free (greatly reduced plastic use) kitchen
- organized community events - screening of locally produced "Waubesa Wetlands" documentary, several book readings and author discussion in collaboration with neighboring UCC church

Youth Ministry

- supported mission and education trips - Nashville, Mississippi, South Dakota

Befrienders

- provided Christmas community meals
- coordinated visits, cards, and calls to members in need

Outreach Funds

- distributed almost \$148,000 to support local, state, and international agencies
- 10-yr scholarship commitment to a student in Haiti

Use of church building and property to support other faith journeys and community activities

- Community garden
- Shamanic gatherings for equinox and solstice
- yoga, sound baths, Dances of Universal Peace
- Community activism (Call for Peace, What's Next Gathering; McFarland Community Cares Group; Singing Resistance)
- Piano recitals
- Concerts

We seek to continue our active community and justice-focused involvement.

Congregation Reflections

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

From our Constitution, Members of McFarland United Church of Christ:

1. Affirm and support this congregation's overall way of living out the teachings of Jesus as revealed in the Bible and the Spirit's ongoing guidance in and to this particular faith community.
2. Celebrate and honor our differences (individual opinions and preferences, personal beliefs) and regard this diversity as a strength for this church community.
3. Respect each other's individual freedom to question and wrestle with issues of personal faith
4. Support the overall life of this congregation by helping each other find and share our gifts, being together for worship as often as possible, and encouraging each other as we seek to be about the joyful work of serving this world and doing our best to help it be more loving and just.

Additionally we seek to clarify what is "truth" across the board and with other religions and belief systems; to explore other points of view that are not based in Christian ethos, and to understand that God includes multiple dimensions, including the divine feminine.

Strengths or positive qualities of our congregation.

- Welcoming
- Justice-centered
- Progressive
- Faith-based
- Community-oriented
- Spiritually open
- Authentic
- Courageous
- Passionate
- Creative
- Respectful

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

Consistent faith formation activities for children has been challenging due to low numbers of participation and membership of families with young children along with lack of child care on Sunday mornings. A recent decision from our Servant and Leadership Team (SaLT) to support the creation of a Youth Ministry Committee along with corresponding initial actions are aimed at improving this situation.

We have an opportunity to develop more retreats for church leadership and members. While we desire to develop a clear vision for our future, we understand that this involves a collective voice and holding a retreat can support such action.

Our Servant and Leadership Team (SaLT) has implemented several strategies to enhance communication between members, ministry teams, and committees, including sharing monthly updates about decisions made, posting the monthly SaLT agenda and minutes on the church website, and requesting monthly reports from each ministry team and committee. Understanding that some initiatives impact two or more ministry teams/committees and require collaboration remains a challenge.

What worship is like when our congregation gathers.

There is joy and a buzz of sharing sprinkled with laughter and hugs when we gather in our Fellowship Space prior to each weekly worship service Sunday morning. Our Sanctuary is illuminated by a wonderful stained glass cross, created over 40 years ago by a local artist, that is the focal point pulling you into the joyous space of the Sanctuary. There is a children's area on one side with two rockers, a table, small chairs, and books, etc. where children are encouraged to enjoy activities during the worship service. The importance of music is noted with a grand piano, organ, drum set, and music and microphone stands in the front of the Sanctuary. We start each service by collectively reading aloud the open and affirming statement. Worship service includes time for announcements from the congregation; lighting a peace and justice candle to remind us of our mission; the sharing of peace with handshakes, hugs, and quick conversations; singing of songs; and a message that provides guidance for our current context based on bible stories. Once a month we celebrate birthdays and sing a birthday song written by a member; cake is served after worship in the Fellowship Space.

The educational program/faith formation vision of our church.

As part of Sunday worship, there is a time for all ages during which the Pastor invites children to talk and engage on the topic for the day. Over the past few years this activity has become quite challenging due to low numbers of children attending Sunday morning worship. If there is a volunteer available to meet with children, there may be an activity in the Fellowship Space to provide additional information to reinforce the lesson or message of the day. A recent congregational survey indicated that less than half of respondents were satisfied with children/youth education.

Recent confirmation classes have been small and inconsistent as well. There have been attempts to collaborate with other local churches to jointly support confirmation. Despite creative efforts (meeting Sunday evening with pizza), confirmation participation has been challenging.

The Teen Group has increased its activity and participation over the past 3 years with the identification of two dedicated volunteer co-leaders. 2026 will be the third year the Teen Group is doing a Mission Trip.

Finally, Bible Study is offered weekly after worship and remains popular for a consistent group of about 10 people.

How our congregation is organized for ministry and mission.

The Servant Leadership Team (SaLT) meets monthly with committees and ministry teams providing monthly reports. For new initiatives or higher expenditures, committees and ministry teams present proposals to SaLT for approval. SaLT is responsible for reviewing and approving policies, the annual budget, and bylaw revisions prior to final approval by the congregation at the annual meeting. SaLT provides a short summary of actions and decisions each month via the church newsletter (The Pulse) and an announcement at worship following each SaLT meeting.

There are currently four structural committees (Buildings and Grounds, Finance, Personnel, and Outreach Funds) in addition to the leadership team (SaLT). There are initial actions underway to develop two new committees: a Technology Committee and a Youth Ministry Committee.

Currently there are five ministry teams: Social Justice Collective, Creation Care, Befrienders, Funeral Team, and the Sunday morning ministries that include subgroups for music, hospitality, communion, greeters, tech support, and worship arts.

Over the past 10 years, there has been only one leadership retreat in 2022.

When it comes to decision-making, 5 hours are spent in meetings per month.

Is the pastor expected to attend all church meetings?

Yes

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...

Three years ago, one of our church members alerted us to a refugee family of 3 who arrived in the U.S. legally but were facing homelessness. Within two days, SaLT and the Outreach Funds Committee committed to financially supporting the family; one church member provided temporary housing; other members gathered needed clothing, food and supplies; airline tickets were purchased; and the family was greeted with welcome signs and cookies at the airport. A small support team was formed to assist the family with legal issues including their asylum application, housing, medical care, and other available benefits. Within one month of their arrival, the mother learned she was pregnant. A retired nurse from the congregation provided support for all obstetric appointments through the birth of their second son. In three months, an apartment was found and furnished by donations from the congregation. The parents were enrolled in ESL classes. A baby shower was held. A donated car from a church member boosted their independence. Our church continued to financially support the family until they secured employment and could begin to transition to financial independence (which was achieved).

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

[Download Governing Documents Jan 2023.docx](#)

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 McFarland UCC 2024.pdf](#)

Congregation Demographics

Describe those who participate in your church.

DEMOGRAPHIC	NUMBER
NUMBER OF ACTIVE MEMBERS:	133
NUMBER OF ACTIVE NON-MEMBERS:	5
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	138

ARE THESE NUMBERS ESTIMATES?

No

Percentage of total participants who have been in the church:

TIME	PERCENTAGE
MORE THAN 10 YEARS:	50%
LESS THAN 10, MORE THAN 5 YEARS:	25%
LESS THAN 5 YEARS:	25%

ARE THESE NUMBERS ESTIMATES?

Yes

Number of total participants by age:

AGE	NUMBER
0-11	6
12-17	10
18-24	2
25-34	5
35-44	8
45-54	24
55-64	26
65-74	31
75+	35

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various household types:

HOUSEHOLD TYPE	PERCENTAGE
SINGLE ADULTS UNDER 35:	4%
HOUSEHOLDS WITH MINORS:	25%
SINGLE ADULTS AGE 35-65:	12%
JOINT HOUSEHOLDS WITH NO MINORS:	52%
SINGLE ADULTS OVER 65:	7%

ARE THESE NUMBERS ESTIMATES?

Yes

Education level of adult participants by percentage:

EDUCATION LEVEL	PERCENTAGE
HIGH SCHOOL:	7%
COLLEGE:	54%
GRADUATE SCHOOL:	37%
SPECIALTY TRAINING:	2%
OTHER EDUCATION LEVEL:	0%

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various employment types:

EMPLOYMENT TYPE	PERCENTAGE
ADULTS WHO ARE EMPLOYED:	35%
ADULTS WHO ARE RETIRED:	58%
ADULTS WHO ARE NOT FULLY EMPLOYED:	7%

ARE THESE NUMBERS ESTIMATES?

Yes

The range of occupations of working adults in the congregation:

The working adults and retirees of McFarland UCC are or have been primarily career professionals in the medical, IT, financial, and business fields.

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

We are mainly a Caucasian congregation with Native American, Asian, and Black members making up less than 5% of total active membership.

What diversity means in our context?

Although we are predominantly Caucasian, our church is open and welcoming to all races and ethnicities, and members listen openly and with interest to people's diverse backgrounds when these are shared.

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)	20	Befrienders, collaborative community groups
Baptisms (number last year)	2	Pastor
Children's Groups or Classes	10	Lay volunteers
Christmas Eve and Easter Worship	140	Pastor, Choir Director
Church-wide Meals	90	Hospitality Team
Choirs and Music Groups	24	Choir Director
Church-based Bible Study	12	Pastor
Communion (served how often?)	0	Pastor, Communion Team, Served monthly
Community Meals	90	Care Team
Confirmation (number confirmed last year)	3	Pastor
Drama or Dance Program	15	Collaborative community organization
Funerals (number last year)	6	Pastor, Funeral Team
Outdoor Worship	75	Pastor
Prayer or Meditation Groups	12	Pastor

Worship Times

WORSHIP (TIME SLOT):	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
10 am CST	70	Pastor, Choir Director

Additional comments:

No response

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
Mike Bausch	none			

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

Rev. Mike Bausch is a retired minister who was an interim minister for our church in 2017. Rev. Bausch became a member about two years after his interim commitment and received support from the congregation as he managed the care for his wife with dementia. Rev. Bausch's participation has reduced with the passing of his wife.

Our current interim pastor has identified his intention to join our congregation once a new pastor is settled and ready for a prior pastor member.

List of all current staff:

STAFF POSITION	HEAD OF STAFF	COMPENSATION	SUPERVISED BY	LENGTH OF TENURE FOR CURRENT PERSON IN THIS POSITION
Administrative Assistant	Pastor	part	Pastor and SaLT	3 years
Organist	Pastor	part	Pastor	30 years
Choir Director	Pastor	vol	Pastor	10 years

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

We are a cross-generational ministry that is welcoming to all, situated in an area that is primarily Caucasian and formally educated. We are blessed to have leadership, administrative, and volunteer support in all aspects of church life. We encourage engagement, participation, and spiritual development through traditional and non-traditional worship activities and community outreach.

Church Finances

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	170738
Rentals of Church Building	1177
Merchant fee reimbursements	472
Total	172387

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

167597

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 2026 Budget.xlsx](#)

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

51

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?

Percentage of annual revenue in the operating budget

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

10

Total amount of loan debt:

No response

Reason for debt:

No response

Are capital and other payments current?

Yes

Capital Campaigns

Description of any building programs projected or underway.

No building program is projected or underway at this time.

Pictures



Description of any capital campaigns in the last ten years:

YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
2	building remodel	250000	265000	increased kitchen size, enhanced access, increased functionality of space
1	solar panels	40000	40000	installed rooftop panels, reduced energy costs

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.

The increased functionality of our church building from the 2016-2018 remodeling has resulted in increased use of the building both by members of our congregation as well as community groups. We have supported yoga classes, sound bath experiences, and potluck meals for the community garden members and participants in the quarterly equinox and solstice fire celebrations. Remodeling the bathrooms resulted in four non-gendered, wheelchair accessible bathrooms. A sink area and bathroom were added to the library increasing the multifunction use of the space (e.g., family space during funerals).

Does your church have an endowment?

Yes

What is the market value of the assets?

74000

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

Funds typically drawn quarterly based on requests presented to the Outreach Funds Committee

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

\$16,000 was distributed in 2025; \$148,000 has been distributed since 2020

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

Per governing documents, Outreach Funds cannot be used to meet operating budget expenses

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

about 2 years

Please comment on the above calculations or estimates:

\$25,000 is to remain in Outreach Funds per governing documents; this is amenable by congregation vote

Other Assets

No response

Reserves (savings):

39300

Investments (other than endowment):

49576

Does the church have a parsonage?

No

Description of all buildings owned by the church:

Our church building, built in 1985 and remodeled in 2016, contains a Sanctuary that can hold 150 worshipers; Fellowship Space; kitchen; multi-purpose room for meetings, etc.; nursery and children's bathroom; 4 accessible bathrooms; and two offices. The basement is for storage and HVAC only. There is a storage shed at one end of the parking lot to store grounds maintenance equipment (lawnmower, etc.). The church is on one side of our 4 1/2 acre property with the McFarland Community Garden on the opposite side of our property. There is a large space with trees where we have outdoor worship.

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 bathroom on each floor
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	
Closed-captioning on sanctuary screen and/or livestream	
Wheelchair access in bathrooms	
Handrails on all stairs	
Sound system in sanctuary and other meeting places (fellowship hall, large meeting rooms, etc.)	
Curb cuts	

Which spaces are accessible to wheelchairs:

The church is all on one level and all areas except the altar are accessible to wheelchairs.

Policies regarding financial practices of the church:

4 Financial Secretaries (elected, 2 year terms) manage and document cash and checks each week; Treasurer (elected, 3 year term) manages expenses (authorizing payment and writing checks) and reconciles revenues and expenses monthly; Servant and Leadership Team (SaLT) reviews monthly Treasurer reports and approves expenditures; Finance Committee oversees annual operating budget process and investment decisions; Outreach Funds Committee meets quarterly to review Outreach Fund balance and determine any distributions; congregation approves annual budget and non-budgeted expenses over \$10,000

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

We are blessed with incredibly generous members who open their hearts and wallets for the future of our church, the community we live in, and the wider church. Ours is a church filled with members who do much more than just talk about doing things. We give, and we do so with faith, compassion, and love.

Historical Information

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

1. We had a failed call for a pastor in 2003 that resulted in beginning the process to become Open and Affirming. This deep discernment over a year concluded with voting in 2004 to make ONA official and has resulted with our church becoming the strong, welcoming church that we are today. We have rainbow symbols on our building and signs, and there is a rainbow banner and flag inside the Fellowship Space.
2. 15 years ago our church was approached to consider "leasing" a portion of our land for a community garden. Our partnership with the Village of McFarland continues with a vibrant community garden of over 50 plots on the west side of our over four+ acre property.
3. Our Creation Care Team started in 2020 and made commitments for community visibility of environmentally-focused projects, including installation of solar panels on the church roof and the planting of several prairie plots, pollinator gardens, and oak trees on our church property.

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

COVID was the impetus for expanding our worship experience beyond the walls of the church. We closed the church building March 15, 2020 and quickly developed strategies to support an online presence. Finally settling on Zoom, we continue to offer Zoom access each Sunday for a live worship experience. This required multiple trials with equipment, cameras, and sound systems to assure good experiences for online participants. Our pastor was alone in the Sanctuary for worship during this time. We offered outdoor worship experiences from the beginning of May until the end of October for both 2020 and 2021. These outdoor services were also available online via Zoom. We reopened our church building on October 31, 2021. Online daily devotional time each morning began with COVID and continues 3 days a week. Weekly bible study sessions after Sunday worship are live and available via Zoom. We have online participants residing in other states who have become active members of our church.

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.

We asked the congregation to identify instances of conflict within our church. Those expressing an opinion agreed that there is some history of disagreements within our church community (e.g., allowing refreshments in the sanctuary, agreeing to install solar panels), but these disagreements have generally been minor and resolved respectfully. Overall we really like each other and find other opportunities and activities beyond church functions to be together. So not surprisingly we typically respond to disagreements with respect and openness. While we do not avoid conflict, we approach disagreements with an intent of supporting differences within a peaceful state of harmony. As identified in our Constitution, we celebrate and honor our differences (individual opinions and preferences, personal beliefs) and regard this diversity as a strength for our church community. We value other opinions and ideas, and intently consider options and solutions presented as we seek mutual solutions.

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

The most major conflict McFarland UCC had to navigate was over 20 years ago with the failed call in 2003. The resolution of this conflict involved discernment toward becoming an open and affirming congregation. The process took about a year of multiple strategies and deep searching.

Ministerial History:

Name: Bryan Sirchio*Years of service:* 7

UCC Standing

Name: Mike Bausch*Years of service:* 1

UCC Standing

Name: Wayne Shannon*Years of service:* 6

UCC Standing

Name: Jack Hicks*Years of service:* 3

Name: Paul Quakenbush*Years of service:* 18

UCC Standing

Name: Kerri Parker*Years of service:* 6

UCC Standing

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

As a congregation we have a long history of responding to those in need. We provided housing in our church building to homeless families in collaboration with other McFarland churches. We sold ice cream sundaes to support an orphanage in Haiti. We offered Messy Church on Sunday evenings. These activities happened because we had pastors who were committed to social justice, open to new opportunities to make a difference within our community and beyond, and shared the journey with us.

We are also a congregation that values and supports music, art, and various forms of creative expression.

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.

McFarland UCC has taken on many active roles in serving the needs of the McFarland community and looks forward to continuing to do so. We have a Pastor Discretionary Fund that provides support for those in need within the community. We have been a sponsor of the Pride in the Park event and have had church representatives on McFarland's Diversity, Equity, and Inclusion Committee. The church provides nearly an acre of its land for the McFarland Community Garden that serves many of our neighbors who cannot have gardens at their residences. Our Outreach Funds have given financial contributions to local, national, and international organizations to support those in need through a multitude of programs. For example, over the past two years funds were provided for health and dental care services in Dane County, immigration support and services, hospice support for homeless, families in Palestine and Haiti, citizenship support, and creation of a college scholarship at Madison College.

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

We regularly encourage (and provide support to) members to attend meetings as delegates of the WI conference. When the national meeting was in Milwaukee, several members volunteered to provide support. In the past few years, church members have been involved with the WI Conference Immigration Working Group and the Creation Care Team. We currently have members who are active with the Palestine and Racial Justice Working Groups of the conference. One church member is a member of the WI Conference Conflict Transformation Team.

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

Over the past 18 months, there have been several community organizing groups that have met at our church, including the "Call for Peace Talking Circle", "What's Next Gathering", "McFarland Community Cares Group" and the Singing Resistance group. In addition, we have supported Dances of Universal

Peace whose purpose is dancing to promote peace, unity, and inclusion.

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).

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.

As identified earlier in the profile, our journey to Open and Affirming (ONA) began after a failed call in 2003. It took a year of serious discernment involving the entire congregation to formally adopt ONA. We now proudly have rainbows on our two signs outside our church and a Progress Pride Flag hanging in our Fellowship Space that have been noted and appreciated by the larger McFarland community. There have been several gay and lesbian couples who have married in our sanctuary most of whom are members of our church. Four years ago when the Pride in the Park event started in McFarland, our church was one of the first sponsors.

While our congregation is very engaged with other justice issues related to several partnerships (e.g., Creation Justice, Immigrant Welcoming, WISE Congregation for Mental Health), there has not been any actions identified to work toward these statements of witness.

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

Food Pantries - The local churches and service groups support the McFarland Community Food Pantry and the McFarland High School Pantry with many different fundraisers for both pantry items and monetary donations. Each summer, all churches collaborate with the Lions Club to provide school supplies to families supported by the McFarland Food Pantry.

Church World Service - Along with other churches across WI, have provided support to CWS (e.g., "Bucket Brigade" supplies for hurricane victims)

Grief Counseling at schools - When needed the Pastors from the McFarland churches are asked to be at the schools for grief counseling and support.

Martin Luther King Community Choir - Church members join with others from the Madison area to sing at the annual MLK celebration in downtown Madison.

Visits to other denominations and places of worship - members of our church have visited or attended services at a Greek Orthodox church, a Buddhist Temple, an AME church, and a mosque.

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

McFarland UCC calls itself "A Church With Heart." We live this out every opportunity we can. This compassionate approach to community has opened us up to serve and support others, whether they are our neighbors in McFarland, families far away in Palestine or Haiti, destitute refugees facing homelessness, or a community in the U.S. after a hurricane. From our Pastor Discretionary Fund to our Outreach Funds, we financially support individuals and families as well as numerous organizations and agencies that provide assistance to others. We open our church building for multiple groups that support a variety of spiritual practices. We have opened our land to support the food needs of our neighbors with our collaboration with the McFarland Community Garden. We support our local food pantry with donations and volunteers, provide school supplies annually through the Lions Club, and purchase Christmas gifts each year for the food pantry's Giving Tree.

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.

Our pastor is expected to go out into the community and form relationships that the church can develop further. There is an opportunity to draw more community members into the church where they will find the home they may not even realize they have been seeking. The biggest challenge the congregation has identified is the increased desire to provide programs that support and are geared toward children and youth. McFarland's growing population, in part driven by the quality of the schools, is an important component of our growth as a church.

Our pastor is expected to spend time within the wider church and then connect the wider church with our congregation. Having a pastor involved with the wider church supports our pastor's growth and provides the opportunity for support within the wider church while also identifying and encouraging the congregation to have connections with the wider church.

The ARDA or MissionInsite Reflection

ARDA/MI File

[Download ARDA Report.xlsx](#)

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

The attached report is for a 15-mile radius that reflects our current congregation. The demographics for McFarland specifically (a 4-mile radius) show a community with a healthy mix of adults older than 55 (32%), adults ages 18-55 (46%), and 21% children. The area is projected to see a 2% growth with very high adult educational attainment. As younger, well-educated families move to our community, there will be more opportunity for outreach to bring in new families and members to our church. The challenges will be with housing costs with 35% of homes valued at \$400,000 or more.

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.

The McFarland community as a whole is predominantly white (81%), as is our church (95%) and other local churches. The number of adults older than 55 in our congregation (67%) is much greater than the local community (32%). Similarly, only 11% of our congregation are children compared to 21% in the local community. A higher percentage of our congregation has attained at least a bachelor's degree with 37% having a graduate degree.

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

While there are pockets of poverty and families in need within the community, the McFarland area is significantly better off than the state as a whole. However, addressing poverty and needs that do exist in our community is an attainable goal and has been actively supported by our church. Housing developments and long-range strategic plans of growth for McFarland indicate focus on families with children providing an opportunity to explore how to engage and involve these families with our church.

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

When speaking with community leaders about McFarland UCC, the following has been stated:

- Welcoming and inclusive congregation that thrives to make everyone feel they belong and people genuinely care about one another
- Deeply committed to serving the McFarland community through outreach, partnerships, and acts of compassion
- Willing to lend a hand when needed
- People who value social justice, equity and caring for others
- Leaders in environmental stewardship, demonstrating a commitment to caring for creation through sustainable practices and community initiatives

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

Individuals who are new to our church frequently comment on how welcoming and friendly members are when approached. We hear about the positive energy of our space. There's an expansiveness of acceptance that is felt by new participants. Others have commented that they find comfort that our congregation is not too "churchy" and is a comfortable and safe place. Most importantly, individuals who continue to return tell us it's because of the people in our church. There is a strength and boldness of stated value in which we live out our mission, and people new to our church feel this.

References Profile image for
Kristin Gorton☒ Kristin Gorton

Completed: 4 days ago

Rev. Kris Gorton, co-pastor at Memorial UCC in Fitchburg, WI. I was a lay-person and member of the McFarland UCC for 20 years.

Email Address: pastorkris@memorialucc.org

Personal Cell: (608) 438-6307

Mobile Phone: 608.438.6307

Reference Response

Greetings - I am writing on behalf of the McFarland UCC. This community has long been a part of my faith journey. The McFarland UCC and I have been stretched and grown together into what God is Still Speaking in the 21st century. Compassion and presence when illness and grief hit home. Joy and celebration for life's milestones big and small. When I first joined the church they had not yet voted to become an Open and Affirming congregation. There was faithful, prayer-filled listening along the way to our ONA status. Years later, when neighbors in the apartments near the church's land spontaneously began planting gardens, the response from the church was "yes" to hosting a Community Garden. This is a community in which I believe challenges can be discussed with compassion and trust. There is openness to exploring new ministries. God's Grace on your discernment together,
Rev. Kris Gorton

☒ Stephanie Brassington

Completed: 2 days ago

Stephanie Brassington
Village president

Primary Email Address: stephanie.brassington@mcfarland.wi.gov

Business: 6083478707

Reference Response

Thank you for the opportunity to contribute to your process.

McFarland UCC feels like a place where people genuinely care about one another. It's so much more than a church building - it's a group of people who are invested in the community and willing to lend a hand when it's

needed. Whether it's supporting local families, volunteering, or simply welcoming new faces, UCC has a reputation for making people feel included.

Even if you don't attend services, it's easy to see that faith shapes the way the congregation serves others. The message "all are welcome" comes across not just in words, but in how people are treated - with kindness, respect and without judgment. For many in the community UCC represents a place where Neighbors come together, friendships are built, and people are encouraged to make a positive difference in the lives of others.

Stephanie Brassington Village President

☒ Scott Marrese-Wheeler

Completed: 2 days ago

I am a Presbyterian minister in McFarland who has been a colleague with several of the former pastors and a neighbor of members of the congregation.

Primary Email Address: pscottmw@icloud.com

Personal Cell: 608-4170231

Reference Response

For the past 18 years, as a faith leader and as a neighbor, I have in various ways, been connected to the people of the McFarland United Church of Christ. They are very active in the community both as a congregation and as individuals, offering a presence in social justice issues and community care needs. I have had the privilege to, on several occasions, preach when a former pastor was on vacation and attend events they hosted for the community. I continue to work alongside of church members to help strengthen our community in caring and compassionate ways to address the ever-growing needs in the larger Madison and Dane County area.

Closing Prayer

Dear Creator, please hold our pastoral candidates in your hands as they discern if McFarland UCC—with our commitment to faith growth, inspiring worship, and community engagement—is their next church home. Guide our candidates and search committee in our decisions as we learn about one another's gifts together. Lead us to an energetic leader who supports our mission of welcoming all, as we live out Micah 6:8: "What does the Lord ask of you but to act justly, love mercy and walk humbly with God."

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 Pastor Search Committee
- Treasurer
- Office Administrator
- 81 individuals who responded to an anonymous survey tool
- 26 individuals who participated in at least one focus group

2. Additional comments for interpreting the profile:

No response