

Name of Church

Redeemer UCC

AddressW220 N4915 Town Line Road
Menomonee Falls, WI 53051-6216**Conference:**

Wisconsin

Association:

No Associations

Title

Pastor

Start Date

n/a

Description

Pastor

Church Contact Information

(262) 246-6710 (Church Primary Phone)

office@redeemerucc.org (Church Email)

Listing Information

Web Presences

<https://redeemerucc.org>

Type: Professional

Additional Formal Ecumenical Affiliations*No response***UCC Conference or Association Staff Contact Person****Name:**

Rachel L Bauman

Title:

Associate Conference Minister

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Summary Ministry Description

Redeemer United Church of Christ is looking for a settled pastor to lead our church community into this quickly changing Post Modern Era. Now, embedded in an extremely polarized and politically charged culture, we wish to be open and curious about The Mission Field the Holy Spirit leads us to engage boldly, with courage and anticipation. We want our witness to be highly effective, and the practical ministries we offer, to meet a yearning for righteousness and the felt needs of our neighbors. As we maintain the highly effective best practices that our church community is known for, we are also open to let go of "ways we've always done it around here" that no longer yield successful outcomes. Redeemer community has a renewed desire to develop deeper discipleship practices within every generation of our intergenerational community and a willingness to seek transformation that will help propel us forward. We are confident that the Good News of the Gospel, and power of the Living Word of the Still Speaking God, will help us care lovingly for our folks while reaching those in our surrounding communities as "the hands and feet of Jesus".

Church pictures



What we value about living in our area.

Sussex is just West of the epicenter of the Greater Milwaukee, Metropolitan Area. In Waukesha County, it is reported to be equally split between politically conservative and liberal constituents, aptly identified a "purple state".

Pluralistic, in this post-modern area, WI hosts faith communities of all faiths and denominations.

The cost of living is moderate yet offers a high standard of living. Public and private schools are known for academic excellence with a full breadth of courses in the arts, music, sports, science, robotics, and technological training for the trades.

Global manufacturing is Wisconsin's core economic segment surrounded by requisite 1, 2, and 3-tier suppliers to support them. Premier research enterprises, institutions of higher education, and massive healthcare campuses are some of the state's largest employers. The area has seen robust demographic growth with residential neighborhoods sprouting up everywhere, including corollary lifestyle centers, with village-like commercial/retail developments.

Lakes Michigan and Superior, and Wisconsin's myriad freshwater lakes, streams, plus a network of well-groomed county and state parks, biking and hiking trails; all make this area a beautiful, lush environment for exercise, rest, relaxation and vacation.

Immigrants settled here with their rich culinary traditions and made this area famous for diverse cultural hospitality and ethnic foods, supporting dozens of lakefront festivals that cover every nationality.

Current size of membership

107

Average in person attendance

55

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?

10

Languages used in ministry

English

Position Title

Pastor

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

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 Example - Scope of Work Document for a three quarter part-time pastor Summer 2026.docx](#)

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

First:

Redeemer is seeking a **Spiritual Leader that exhibits strong qualities for Biblical preaching and teaching**. Our hope is to collaborate with a leader that acknowledges each congregant's unique Spiritual Gifts, and who teaches discipleship practices regarding the generous giving of time, talents and treasure. We hope to identify a leader that can help us deepen our faith, and at the same time, activate our own spiritual capacities. Hence, strong interpersonal skills, teaching/coaching by both example and didactic methods is desired. With this focus, we seek help to heighten a culture of mature faith and discipleship practices, to yield a greater variety of meaningful and practical ways to serve the greater community as our own community grows numerically.

Second:

Redeemer's top core value identified from recent listening sessions is **dynamic ministry to young families with children, both inside our walls, and outside in the community**. Statistical data collected for this profile, indicated that this is one of two primary opportunities for Redeemer to "be the church" and follow the Holy Spirit's leading - the very construct of our Mission Field for the near future and beyond. Redeemer is seeking a leader that can leverage the intergenerational strengths of this community and help us build a thriving ministry to families and kids.

With this goal in mind, Redeemer recently hired a Child and Youth Ministry Lay Leader with hopes that our new settled pastor could shepherd and mentor her to develop her spiritual gifts, discern where the spirit is leading our ministry to families and enthusiastically encourage our children's ministry team to respond to this call.

Third:

RUCC's demographics reflect a predominant trend matching the surrounding community. **We are aging while surrounded by dozens of emerging communities of retired individuals and senior communities**. Up-to-date statistical data has illustrated a significant percentage of single adults living alone: in single family dwellings, apartments, mobile-home parks, senior living developments comprised of a full scope of lifestyles: independent living, assisted living, skilled nursing facilities, and hospice. We pursue an expanded ministry here.

Congregational Care has been a core strength of Redeemer, over the years, and these days, remains an essential ministry. A large percentage of the participants and members of Redeemer have spiritual gifts suited for this ministry, and embrace the overarching values of the UCC; loving care for all peoples, no matter their gender and mental wellness. Here, is also support we seek from a Spiritual Leader, to develop quality care training for gifted lay leaders.

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.

Our congregation is committed to following conference guidelines for a 3/4 time ministry position, with a total compensation range of \$56,000 - \$74,000.00 depending on years of experience. We will work out the particular distribution of the compensation package with the final candidate.

The expected living situation for our next minister.

Livng Nearby

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.

Redeemer wishes to be practical and professional by honoring the contributions of a part-time Pastor, realizing that "tent-makers" have been a Biblical solution, commissioned by the Holy Spirit to spread the Gospel, over the entire history of the Church. The candidate's own work sphere will also inform their personal perspective and add granular detail to their specific leadership skills, as we define and address our "mission field" as a faith community.

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 provides the following to authorized ministers: Seminary Debt Reduction Grants based on need, renewable annually for up to five yrs; a robust Communities of Practice Program (COP) for support and professional growth opportunities; Continuing Education grants available through the WI Damascus Project - an online learning community offered through the Wisconsin and Minnesota Conferences that provides a variety of opportunities for continuing education. The Wisconsin Conference encourages both personal and professional growth of authorized ministers through its Coaching program.

Who Is God Calling to Minister with Us?

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

Here are practical ways Redeemer would like our next minister to collaborate with us to grow and expand our ministry efforts:

To help us ensure that all people are able to live their authentic faith. We want to welcome folks with diverse perspectives and backgrounds, staying open and curious about lifestyles and backgrounds for which we might not be familiar.

- That through deeper discipleship practices for all ages, Redeemer will be able to provide a mature spiritual foundation to help all participants navigate in a fast-changing world.
- With the next pastor's leadership we hope to develop skills to welcome all people with a more personal and less superficial welcome. We wish to learn how to be more engaged in folks' first visits, taking time to get to know visitors beyond brief courtesies in passing, striving for more meaningful introductions. We wish to become more outgoing with repeat visitors, with a more tenacious welcome, including invitation to specific opportunities to get involved in and outside our community.
- We wish to collaborate with a Pastor that will help Redeemer and its people become the light of Jesus in the world and share the light boldly with others. We wish to work with a new Spiritual leader to help Redeemer become a place that fosters and enables true spiritual growth for individuals to help them be the hands and feet of Jesus.

We wish to deepen our knowledge of scripture and the experience of mature discipleship practices.

- We hope that our next settled pastor will help congregants identify and develop their own spiritual gifts for lay ministry, thus activating the energy of the Holy Spirit within our faith community, to equip all the saints and to grow our church numerically.
- We desire a Pastor that will help to heal divisions from the past and cement a sense of community and family at Redeemer that will welcome and embrace diversity.
- That we be sent out into the world with hope and anticipation.

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

Redeemer would like to become a more lay-driven faith community, so it is our hope that our new settled Pastor will help us to become stronger in our faith, courageous and willing to grow and change.

Redeemer has grown past the desire to have the Pastor attend every committee meeting, ready to free up the Pastor by expecting lay folks to handle full responsibility for the building, property and operations. With a 3/4 time pastor, we also are poised to grow into areas of lay ministry to backfill for particular ministry responsibilities that our new settled pastor may not possess the particular spiritual gifts, time or interest to oversee.

Our people want to hone their sense of mission, and cultivate a compelling desire for each participant to take their faith outside the building. We wish to have a new pastor to help us accomplish this goal by inspiration from strong critical preaching of the Bible and inspirational RUCC community worship each week.

We hope the new settled Pastor will encourage and inspire congregants to represent Redeemer in the larger community by being involved with non-ecclesiastical institutions, K-12 and higher education, commerce and civic organizations, and help us continue to build ecumenical relationships and partnerships with other denominations and in other municipal communities to expand our ministry efforts.

With declining attendance on Sunday mornings in all churches, we hope to expand our alliances with sister UCC churches to leverage specific resources or assets for ministry that other church communities have already lead with resounding success.

We hope that the new Pastor will feel the liberty to get to know us as individuals, and share in how the Holy Spirit is leading us to new ministry horizons during his/her first year.

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

English is the spoken language of all seekers, members, and participants.

The Demographic Analyses we've reviewed, from the ARDA, area school districts data, and recent data from the Greater Menomonee Falls Chamber of Commerce, all reflect that our near neighborhoods are settled by about 40% of SE Asian Legal Immigrants, employed by many large area enterprises and employers requiring higher education, advanced degrees, and specialty areas of medical and technical expertise. Many of those neighbors are multi-lingual, using English as a second language for employment and cultural assimilation.

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.

Exhibiting a Spiritual Foundation

- Nurturing Spiritual Practices, praying actively
- Understanding the power of the Holy Spirit at work through the elements of Christian worship to nurture faith
- Loving God, following Jesus Christ, being guided by the Holy Spirit: living a life of Discipleship
- Exhibiting a commitment to lifelong spiritual development and a faithful personal stewardship

Building Transformational Leadership Skills

- Empowering the church to be faithful to God's call, reflective of Christ's mission, and open to the surprise of the Holy Spirit
- Encouraging leadership development of self and others through continuing education and lifelong learning

Subset training:

- Strengthening Intra/Interpersonal assets
- Identify and work to overcome explicit/implicit bias in the life of the church
- Understanding community context, navigating change with a community

Engaging Sacred Stories and Traditions

- Exhibiting knowledge, understanding, continuing study of the Hebrew Scripture/New Testament
- Maturing in effective proclamation/preaching
- Understanding history of the Christian Church, from biblical times forward
- Bringing to life sacred stories/traditions in worship, proclamation and witness
- Leading faith formation effectively across generations
- Holding the Holy with integrity, especially in the sacraments

Caring for all Creation

- Nurturing care and compassion for God's creation
- Maintaining basic understanding of mental health and wellness
- Providing hope and healing to a hurting world;
- Subset:** Working together for Justice and Mercy
- Attending to one's own spiritual/pastoral care, including engagement in supervision as appropriate
- Practicing self-care and life balance
- Stewarding the resources of the Church

Who Is God Calling Us to Become?

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

Who God is calling us to become as a congregation.

God seems to be calling the people of Redeemer to be faithful to their call to be the Church: to focus more outwardly and less inwardly on "what can Redeemer UCC be for me?"

In the last few years since COVID, declining attendance has tempted folks to become focused on the bottom line, with a "survival of the fittest" mentality. Also, some of our people still express nostalgic hopes to return to "the way that it used to be", reluctant and perhaps unable to embrace present realities and to view losses, or the changes we've experienced differently. A leader that can help us open up our thinking and perspectives with a curiosity, freedom and nimbleness that will enable us to pivot to brand new ways of doing things, and a capacity to analyze possibilities about what The Spirit of the Living God is now doing in our midst. Redeemer wishes for help to envision ministry for today, from a Biblical perspective, and apply it in fresh ways that will be appropriate and effective in this changing world. We want to embrace what Jesus' great commission might mean for ministry in this Post Modern Era.

To that end, we want to deepen our knowledge of the Scriptures, develop and use our spiritual gifts, learn mature discipleship practices that will deepen our faith, and improve our skills to share our faith with each other. We are feeling called to a mission-field to entrench ourselves in secular environments with folks that yearn for a foundation of safety and connection in a deeply polarized political world. We want to be able to care for folks that are hurting, disenfranchised, and who are being tapped on the shoulder by the Spirit to seek, but may not know the resources we might offer in order to bring healing, life purpose, connection, belonging, redemption, and salvation.

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

We are seeking a new pastor to lead us to a more mature faith, to enliven the RUCC congregants to come alive with their unique spiritual gifts for ministry, and to become more engaged, committing more of their financial resources and time, devoted to God's plan for Redeemer to step into the future with anticipation and faith.

Conincidentally with the settled pastor search initiative, a small group of RUCC leaders have recently begun a process to envision new ministries that will take us beyond our walls to improved and lasting financial stability. We are keen to re-evaluate the use of our building to maximize its use, as well as the 10 acre church property to see if there might be ways in the near future to improve our operational income, and in the process, harness energy and inspiration to envision new dynamic ministry opportunities.

We seek a new Settled Pastor to help train-up and work alongside our newly hired Child Youth and Family Minister in her role of creating dynamic faith formation opportunities, to address the Top Core Value that emerged from our RUCC community listening sessions in March and April: Support for the the Young Families with Children in our Redeemer community. Serendipitously, the largest group in our current Mission Field was identified by the demographic analyses in ARDA, and our local Greater Menomonee Falls Chamber of Commerce Data Tool, as the growing numbers of families with children in all the nearby municipalities, expanding with single family homes in brand-new neighborhoods.

Congregation Reflections

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

Our God is the Creator of the universe calling us to care for creation. The steadfast love of God is known in the miracle of daily life as we live in a loving/forgiving community. Our faith is enriched when new members are asked to affirm their baptism into the family of Jesus living the freedom of new life in Christ. Their fresh energy brings growth to our faith as we mature in discipleship. To love neighbors without exception honors God's gift of diversity. We pray to the Holy Spirit for direction. The Spirit blesses us with spiritual gifts, so we are people of many gifts remaining one body in Christ. We share our gifts in the mission work we do. At Pentecost we hear the good news of God's love for the world. God's Spirit formed the early church and inspires us to renew our faith with prayers and hymns of praise. Our church musicians lead us to inspiration. The Spirit is present when we pray for others facing a crisis or concern. Holy communion invites us forward for the bread and cup. The Christmas Eve candle-lighting, the parade on Palm Sunday and the joyful music of Easter are spirit-filled moments. The witness of our confirmation scholars gives us hope for the future.

Strengths or positive qualities of our congregation.

Our core values of worship & spirituality where we have laity lead the liturgies for each Sunday's worship service. This is enhanced by a rich variety of music for hymns, choral responses, African-American spirituals and songs from around the world; we experience a deep sense of community in our monthly coming forward to receive holy communion with joy, respect, healing, and being once in Christ's family of the church. Christ's Table is open to everyone with no exceptions! Our interim pastor has provided sermon messages that reach into our faith journey in daily living our faith Monday through the rest of the week.

Our core value of service to the wider community is strengthened with our programs of Prairie Fest, Women's Afternoon Tea, Farm-to-Fork dinner, and Christmas Cookie Sale & Holiday Market.

In addition our values of justice, belonging and community are the foundations for our becoming Open and Affirming, WISE, and supporting the Inter-Faith Community of Greater Milwaukee which fights for the "dignity of every human being".

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

Leadership training to help with recognition and acceptance of all people's spiritual gifts for ministry (not just administrative gifts) and that all gifts (spiritual AND financial) are needed for community wholeness, vitality and economic well being. Help the community honor and give permission for all spiritual gifts to be expressed. Help congregants identify and develop their unique spiritual gifts and learn about biblical giving.

Conflict Resolution Skills for all with the ability to slow things down, take time to meet and cultivate curiosity and openness about other's disparate perspectives.

Help cultivate a culture that removes polarizing political or tacitly stated credal expectations in order to create "unity within diversity", in a purple state like Wisconsin, to welcome all seekers within the unique mission field that the church resides. Welcome all neighbors, open to discovering and supporting their felt needs, challenges, losses, successes and struggles, through fostering deeper trust-based bonds.

Help Leadership develop capacity to accomplish future visioning and strategic planning vs. the temptation to focus on tyranny of the urgent, scarcity thinking, and bottom-line concerns.

What worship is like when our congregation gathers.

Redeemer worships in a variety of ways, most often in the 325 seat sanctuary. Smaller group worship happens in the prairie room behind the fireplace, or outside in the prairie garden during the summer.

Worship may start with a meditation and antiphonal liturgy. Diverse music selections of traditional or contemporary congregational hymns, an occasional choir, or solo vocal/instrumental song. Scripture, a interactive children's sermon follows, then a 15-minute thoughtful, challenging exegeted sermon. Communal prayer requests are shared and supplicated. Services live-streamed on Facebook.

Baptism involves parents and sponsors invited to confirm their commitment to raise their child with faith in the Risen Lord, and support from the entire church community. Special baptismal hymns and prayers we offered for the family, which included a large extended family, who had had come from a distance to celebrate. After service, cake and ice cream were shared by all.

Words used to describe great preaching: "helpful and meaningful explanation of a very difficult passage", "inspirational challenge to take home for the week to come", "encouragement for troubling and uncertain times in our country right now".

The educational program/faith formation vision of our church.

Forty minute faith formations children's classes using "Feasting on the Word" curriculum precede most Sunday services, led by volunteers and a lay children's ministry coordinator. This lectionary based youth curriculum produced by Presbyterian Church USA follows the liturgical calendar with the goal of aligning with the weekly sermon topic and scriptures when feasible. Children have a welcoming space in the sanctuary during worship service.

Our 8 month confirmation program is lay led with pastoral support and includes topics like "Your Faith History and Values", "Spiritual Practices and Prayer", "The Church Community", and "Faith in Action" and included a 3 day youth retreat. The confirmation service is entirely planned and led by the confirmation scholars, encouraging them to use their creative spiritual gifts in leading worship and describing their faith journey.

Adult FF classes are held sporadically by lay leaders who express an interest in a certain topic or book study (ie, Gifts of the Spirit or Spiritual Currencies). This is an aspect of church life we hope to expand as broadening adult learning offerings and spirituality are two of our congregation's top values.

How our congregation is organized for ministry and mission.

The Council is made up of:

- 3-elected moderators (vice-mod, moderator, past mod.) This team sets agenda, high level planning, and drives large projects. The 3 person model mentors new leadership, leveraging varied gifts and experience.
- 5 at-large elected voting members
- Council appointed treasurer and secretary
- Pastor (non-voting)

Standing committees provide reports to Council. Ministry teams are formed based on interests and current needs.

Scope of a decision dictates how it is communicated. General business is communicated via minutes in monthly newsletter. Items needing input and discussion are brought to the congregants at Listening/Q&A sessions. Budget and large financial decisions are brought to the congregation for a vote. Redeemer struggles to track what each group does to ensure consistency of purpose. Analysis and structural redesign is desired. Redeemer may struggle with an envisioning process, having a great deal of enthusiasm and desire, but limited bandwidth to enact a vision.

Pastor's attendance at meetings: Moderator meeting -2 hrs, Worship Team -1 hr; Personnel Team -1 hr, Staff Meeting -1 hr, CCEMT - 1 hr, Council -2 hrs, WISE -1 hr, Child and Ministry team - 1 hr.

When it comes to decision-making, 10 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...

Our church sits on a rural site requiring a private well for water service. In Dec. 2022 annual tests revealed the presence of bacteria, in violation of health codes. The DNR required immediate action to resolve the issue and threatened to revoke our occupancy permit. The Facilities Team was on the front lines, and in consultation with the Moderator Team made numerous attempts to shock the well and water lines. Most of the time-sensitive decisions were made by the Facilities Chair, who spent countless hours dealing with recommendations from the DNR and well drillers.

Attempts to clean the water system were inconsistent, so the Church Council decided to drill a new well at significant cost. Despite these efforts the new well tested badly shortly after installation. Once again, Facilities Team members frustratingly dealt with those who had no solutions to get us clean water and worked with the Moderator Team to find answers.

The final recommendation to install a UV water treatment system was made jointly by the Moderator (in consultation with Church Council) and the Facilities Chair. A state grant to cover some of the cost was necessary, as this was another unexpected budget item.

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 Redeemer UCC Organizational Chart - Uploaded for UptoDate Profile 6.17.26.docx](#)

[Download constitution-updated-edited-06.02.19.pdf](#)

[Download Annual Report 2025.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 Redeemer United Church of Christ 11 Year Report.pdf](#)

Congregation Demographics

Describe those who participate in your church.

DEMOGRAPHIC	NUMBER
NUMBER OF ACTIVE MEMBERS:	107
NUMBER OF ACTIVE NON-MEMBERS:	27
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	134

ARE THESE NUMBERS ESTIMATES?

No

Percentage of total participants who have been in the church:

TIME	PERCENTAGE
MORE THAN 10 YEARS:	59%
LESS THAN 10, MORE THAN 5 YEARS:	24%
LESS THAN 5 YEARS:	17%

ARE THESE NUMBERS ESTIMATES?

No

Number of total participants by age:

AGE	NUMBER
0-11	17
12-17	13
18-24	6
25-34	2
35-44	12
45-54	12
55-64	11
65-74	26
75+	35

ARE THESE NUMBERS ESTIMATES?

No

Percentage of adults in various household types:

HOUSEHOLD TYPE	PERCENTAGE
SINGLE ADULTS UNDER 35:	7%
HOUSEHOLDS WITH MINORS:	24%
SINGLE ADULTS AGE 35-65:	2%
JOINT HOUSEHOLDS WITH NO MINORS:	49%
SINGLE ADULTS OVER 65:	18%

ARE THESE NUMBERS ESTIMATES?

No

Education level of adult participants by percentage:

EDUCATION LEVEL	PERCENTAGE
HIGH SCHOOL:	7%
COLLEGE:	46%
GRADUATE SCHOOL:	41%
SPECIALTY TRAINING:	2%
OTHER EDUCATION LEVEL: Technical School	4%

ARE THESE NUMBERS ESTIMATES?

No

Percentage of adults in various employment types:

EMPLOYMENT TYPE	PERCENTAGE
ADULTS WHO ARE EMPLOYED:	35%
ADULTS WHO ARE RETIRED:	54%
ADULTS WHO ARE NOT FULLY EMPLOYED:	11%

ARE THESE NUMBERS ESTIMATES?

No

The range of occupations of working adults in the congregation:

Regional/national sales
 Entrepreneur, business owner
 Nurse Practitioner, physician assist, clinical specialist, hospital administration
 Professor, public school educator, administration, teachers: preschool, primary, secondary, higher ed
 Mfg operations exec, engineer, production, product design exec
 Accounting/finance
 Data analyst, IT
 Project mgmt
 Teacher-prim, second, higher-ed, technical/trades
 Musician
 Clergy
 Civic
 Administrative/Clerical
 Banking operations
 Manufacturing Production
 Human Resources, Talent Acquisition/Talent Development
 Administrative Assistants
 Global Pharma
 Library Assistant
 Food Service

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

The primary make-up of the congregation is mono-cultural white. We do have a few ethnically diverse individuals in blended families including children who are African American. And, we occasionally have visitors from neighborhoods surrounding the church property that are East Asian immigrants and professionals, as the specific demographic data for our mission field illustrates. This influx of immigrant families is a relatively recent trend and we are hoping a settled pastor can provide guidance into how we can reach out to and engage with these folks in meaningful and welcoming ways.

What diversity means in our context?

We are a predominantly White (97%) congregation, and recognize that we are not racially or ethnically diverse. Members come from a variety of faith traditions, including UCC (38%), Lutheran (28%), Methodist (11%), Catholic (8%), and other backgrounds (17%). We represent a wide spectrum of political perspectives, with 17% identifying as conservative, 38% as moderate, and 43% as liberal. While most members identify as cisgender (90%), others identify differently. All of these numbers remind us of our call to extend Christ's welcome to all people.

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)	33	lay persons
Baptisms (number last year)	3	pastor
Children's Groups or Classes	5	pastor and lay leaders
Christmas Eve and Easter Worship	140	pastor and worship team
Church-wide Meals	80	lay people
Choirs and Music Groups	15	music accompanist
Church-based Bible Study	35	lay person
Communion (served how often?)	15	pastor and worship team
Community Meals	200	lay persons
Confirmation (number confirmed last year)	6	pastor and lay leader
Drama or Dance Program	90	lay person
Funerals (number last year)	6	pastor
Intergenerational Groups	35	lay people
Outdoor Worship	25	pastor and lay people
Public Advocacy Work	8	cooperating churches partnering with Lutheran Social Services
Worship (digital / online / livestream)	6	via Facebook Live
Youth Groups or Classes	6	child and young ministry leader
Other	82	Prairie Fest lay team

Worship Times

WORSHIP (TIME SLOT):	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
10:00AM	55	Pastor
9:00AM	20	Pastor/Lay Leader

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
Steve Hecky, PhD, Rev	none	Retired UCC	Pulpit Ministry	
Howie Beutler-Cruise, Rev	none	Retired ELCA	Pulpit Ministry	
Claire Beutler Cruise, Re9	4	Retired UCC/ELCA	Pulpit Ministry	
Keith Jones	none	Retired - Presbyterian USA	Pulpit Ministry	

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

Howie Beutler Cruise, authorized ELCA, filled Pulpit Ministry, very gifted prophetic preacher. Active: justice ministries, Pride Parades, WISE initiatives for Mental wellness, Alzheimers, Healing Hearts of Waukesha County.

Claire Beutler Cruise, joint authorization ELCA & UCC. Led WISE initiatives for RUCC to achieve certification, ONA Team Member. President of Healing Hearts Waukesha County, pulpit ministry, back-up chaplaincy for settled pastors on PTO.

Steve Hecky, authorized UCC, pulpit ministry, adult faithformation, back-up chaplain for pastors on PTO. Chaplain on 2 Search/Call teams.

List of all current staff:

STAFF POSITION	HEAD OF STAFF	COMPENSATION	SUPERVISED BY	LENGTH OF TENURE FOR CURRENT PERSON IN THIS POSITION
Office Administrator	Council	part	Personnel Team	5 yrs, 6mos
Accounting/Bookkeeping	Council	part	Personnel Team	6 years
Technology/AV	Council	part	Personnel	20 years
Accompanist	Council	part	Personnel Team	39 years
Child and Youth Ministry Leader	Council	part	Pastor, Personnel Team	4 months
Kiddie Keep Care	Council	part	Personnel Team	4 years

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

At a crossroads, the congregation is coping with declining attendance and financial challenges to maintain a 20-yr old building and property. Hope that a new ¾ time pastor, plus realistic anticipations that we find a dynamic leader who might provide leadership training for lay participants to discover, develop and animate their own Spiritual Gifts for ministry, will revitalize the community for the future.

Creative thinking about maximizing use of the building and property has piqued leader's interest to investigate new exciting ministry horizons toward which the Holy Sprit is leading.

Church Finances

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	195992
Fundraising Events	11358
Gifts Designated for a Specific Purpose	137102
Rentals of Church Building	750
Total	345202

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

278653

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.

No response

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

24

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?

OCWM is a budget line. 1/12th of budget amount is sent monthly.

OCWM \$5004.00

OGHS \$ 569.92

STC \$ 392.00

NIN \$ 268.00

CF \$ 212.00

\$6465.92

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

2

Total amount of loan debt:

386581

Reason for debt:

mortgage

Are capital and other payments current?

Yes

Capital Campaigns

Description of any building programs projected or underway.

No response

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.

No response

Does your church have an endowment?

No

Other Assets

No response

Reserves (savings):

102199

Investments (other than endowment):

279041

Does the church have a parsonage?

No

Description of all buildings owned by the church:

The only other structure at present is an outbuilding for property maintenance, without electricity.

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

No response

Accessibility features of our building(s):

Accessible parking spaces

Access to worship spaces, including chancel and pulpit, for wheelchair users and people with other mobility aids

Access to child care spaces for wheelchair users and people with other mobility aids

Listening devices in the sanctuary, or wireless technology to connect to hearing aids

Large print bulletins

Wheelchair access in bathrooms

Sound system in sanctuary and other meeting places (fellowship hall, large meeting rooms, etc.)

Accessible bathroom on each floor

Wheelchair areas in sanctuary (other than "front or back")

Which spaces are accessible to wheelchairs:

The current building was designed after the loss of the historic building to fire on March 12th, 2004, by an architectural firm and construction design-build contractor awarded the project in order to work synergistically to create a completely ground level, ADA accessible building. The Architectural firm and General Contractor that won the RFP, were selected, in part, because of their capacity to design and deliver a beautiful liturgical structure in which all access and egress to the building could address every single ADA requirement possible.

Policies regarding financial practices of the church:

Redeemer handles money in a transparent and healthy manner. RUCC utilizes "checks and balances" for contributions received and disbursement of payments. A team of 2 members record Sunday donations. Incoming electronic/mail-in pledges are recorded to member records by the Office Administrator. The Council approves disbursement of funds/assets, authorized for payment by 2 Council Moderators. Checks are cut and paid by the accountant/bookkeeper. A congregation quorum approves the annual budget, also comprised of ministry team forecasts designed to meet ministry objectives for the upcoming year.

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

Redeemer has realized that both the Pastor's salary and expenses for upkeep of the building, have been heavy portions of the operating budget. As much as we have bills to pay, we are keen to balance our focus and passion for missions with operational expenses. We lean on proceeds from, often labor-intensive fundraiser events, to support our non-profit partners. Redeemer would like to double our missions budget to expand missions participation and outreach. And we wish to see greater intergenerational involvement to meet our neighbors in mission activities and outreach to our nearby communities.

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

- The was building lost to fire, March 2004. The community developed an ethos of resilience after 2 1/2 years of nomadic life. Design award to a progressive liturgical architect led to the adoption of sustainable practices, like a "Living Prairie" for land management of the 10 acres of what previously had been fallow farmland.
- The Season of COVID was devastating to Redeemer. Danger of viral spread in worship, and the community leadership's choice to refrain from meeting in person for 1 1/2 years, caused the departure of a large % of members. A silver lining: RUCC adopted FACEBOOK LIVE telecasting and brand new technologies.
- Since our 2022 vote to become ONA, we welcomed many new families specifically attracted to a church openly listed as Open and Affirming, and celebrated one same sex marriage since certification. We became a WISE congregation in 2026 and raised funds for Autism United of Wisconsin in recognition of Autism Acceptance Month and focused on sabbath on Mental Health Sunday in May.

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

Redeemer grew significantly in collaboration with 4 other UCC Congregations working together in ministry with a Refugee Settlement Project, supported by Lutheran Social Services. A consortium of 10 worked with two separate families over the last 4 years: a Rohingya family of 11 for 18 months. Then we we engaged with a Congolese family of 7, going on now for almost 2 1/2 years.

The aspect of collaboration with other congregations, also experiencing attrition in attendance like Redeemer, has introduced us to an entirely new capacity for ministry in the greater community. The discovery that the unique gifts, expertise, resources, and specialty/knowledge contributed by participants from other UCC churches has shored up the imagination, innovation, and outcomes for the entire ministry. We realized that indeed, "the whole is greater than that sum of the parts". The promise of the presence and guidance of the Holy Spirit is realized when two or three are gathered in the Lord's Name.

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.

RUCC is comprised of about 60% of folks, whose values center around fairness, safety and loving care, and who embrace the independent polity of the UCC, but do not show up well for conflict resolution events. The attempt to raise the bar of mutuality and goodwill within the community is greatly desired by all, but tension persists for lack of robust participation. Coping with that longtime behavior, leaders have been tempted to manage conflict by creating policies at the council level, with a call for democratic voting at annual meetings to rubber-stamp decisions, which have not been fully discussed with the larger community. Alas, a climate of dissonance and tension continues to simmer.

There is a small but dedicated group of folks who yearn for a cultural change around conflict management in the community. Help is desired from a pastor to guide lay leaders as they envision strategically to likewise engage congregants to join conversations, and raise the bar of trust, mutuality and goodwill.

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

A congregant, with a long-time history of serious mental illness challenges, sent a letter threatening violence to the previous settled pastor and the congregation.

The need for confidentiality for the congregant resulted in a lack of transparency by the council to the congregation. The council took immediate steps to create safety for stakeholders in the community, but also made some punitive decisions, which might have been avoided.

This incident became the impetus to prepare better for the future. It had coincided with early W.I.S.E. initiatives taken by RUCC to complete certification in a year. The threat called for a better plan to educate, create awareness and develop practical skills to de-escalate an impending incident. Six, 2 hour DBT classroom sessions were led by clinical experts. NAMI speakers presented 6 critical learning sessions for congregants and guests from the community at large. With these and many other learning opportunities, RUCC gained WISE certification in 2 years.

Ministerial History:

Name: Ruth Wagner Bradshaw

Years of service: 2

UCC Standing

Name: Bob Ullman

Years of service: 34

UCC Standing

Name: Julie Eklund

Years of service: 7

UCC Standing

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

RUCC has moved on from the past when church was a significant part of social/family life. Women's groups, dartball, men's breakfasts, youth groups, dinner fundraisers, summer church school, etc. all provided a social fabric that supported family life. Congregants leaned on the Pastor to meet all members' spiritual needs/education, join council and committee meetings, and attend to all sacramental needs.

We now seek a pastor to train our lay people to provide the essential ministries they are uniquely gifted for, and rely upon her/his foundational spiritual direction/discipleship training.

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.

As part of the Cooperating Churches of Sussex (6 member ecumenical inter-denominational group) we support our local food pantry to help provide a free monthly meal, the "Community Banquet", that serves 100 folks, as well as packing/distributing snack backpacks for needy kids over the summer.

We partner with a group of other local church members to co-sponsor 2 extended refugee families through Lutheran Social Services, to secure housing, employment, medical transportation, ESL development and wider community support as they begin the process to integrate into the Milwaukee area.

We annually host a family-friendly "Prairie Fest" for community neighbors, to showcase our 4 acres of restored prairie ecosystem, providing education/resources regarding good stewardship of the earth (recycling/composting/native planting) and partnering with our county "Green Team" and a local non-profit (Wild Ones) to promote eco-friendly native landscapes.

A church member was recently elected to the local school board.

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

Several church members have attended Wisconsin Conference annual meetings, including one congregant serving as Wisconsin Conference UCC moderator. Several members have attended family and adult summer camps over the years at Moon Beach Camp in St. Germain, and Redeemer has provided scholarship funds for kids in our congregation to attend camp as well. Andrew Warner (President of the Wisconsin Foundation UCC) was invited to preach and kick off our UCC "Imagine Together" Stewardship series. One church member has recently served on the Church Vitality, New Church Starts, and Church and Ministry committees. Redeemer has hosted several Southeast Association meetings and Boundaries Classes for pastors. Congregation members have served on mission trips in Biloxi, MS (Back Bay Mission) and Pine Ridge Reservation in South Dakota.

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

We hosted a well received Community-wide Book Study of Adam Grant's "*Think Again, The Power of Knowing What You Don't Know*" at the local library, inviting church and unchurched neighbors to develop better skills in discussing highly charged, polarizing topics by learning to focus on commonalities rather than taking divisive stances.

One summer sermon series was based on Brené Brown's book, "*Atlas of the Heart, Mapping Meaningful Connection and the Language of Human Experience*", drawing a sizable Facebook livestream non-Redeemer audience.

Two church lay leaders partnered with nearby Carroll University educators to review their Behavioral Health Responder Certification program and were ultimately able to share the materials in a series of lectures with Redeemer members and community participants to increase awareness and build skills to address mental health crises and suicide prevention. Quarterly NARCAN training classes for the community are held to counteract the opioid crisis.

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).

WISE Congregation for Mental Health.

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

Two recent priorities in Redeemer's witness to our wider community have been becoming ONA confirmed (2023) and WISE confirmed this past year. Both initiatives involved lengthy periods of discernment and education, undergirded by our belief that implementing these covenants is following the life of Jesus-walking with people in their journey. Some fruits of this journey include: hosting NAMI Family to Family support group meetings and educational sessions, participating in Alzheimer's and NAMI walks, marching in Milwaukee Pride Parade, offering Prairie Midweek Mindfulness sessions and Blue Christmas service. Our commitment to WISE principles has also strengthened the health of our church family by our engagement with a UCC Conflict Transformation Team and drafting of a relational covenant.

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

We have worked with The Interfaith Conference of Greater Milwaukee (28 members of various faith traditions) aiming to uphold the respect and dignity of each group's right to freedom of expression, with two members serving on the executive committee. This partnership provided support to groups targeted by extreme anti-Semitism, Islamophobia and acts of violence (Sikh Temple mass shooting in 2012).

As part of the Cooperating Churches of Sussex (6 member inter-denominational group) we support our local food pantry and help provide a free monthly meal called "Community Banquet", serving ~100 patrons, as well as packing/distributing snack backpacks for needy kids during the summer at a local park.

We have partnered with a group of other local church members to co-sponsor two extended refugee families through Lutheran Social Services, securing housing, employment, medical transportation, ESL development and community support as they began the process of integrating into the Milwaukee area.

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

Vision Statement:

To be a church more...

Spiritually alive and growing

Radically Inclusive
Engaged in our Communities

Mission Statement:

Inclusive of all God's people
Attentive to God's Word
Supportive of one another
Responsive to Christ's Call

Spiritually Alive was voted the *top of 10 Core Values* from 4 listening sessions, spring of 2026. We hope that the next settled pastor will help all ages of RUCC connect with God in deep and meaningful ways and help everyone discern and activate their own spiritual gifts.

March 2026 RUCC hired **new staff role for part-time Children and Families Faith Formation**.

RUCC is **radically inclusive and engaged in our communities**. As attendance diminished after the fire, and most recently since COVID, folks had to choose fewer community engagement activities to obtain critical mass for participation; the ratio of events to people has remained the same.

We strongly support pastor's involvement in the UCC wider church and ecumenical **Cooperating Churches Of Sussex**.

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.

Theological Praxis:

We've enjoyed the skillful preaching of our interim pastor to exegete weekly sermons and create motivational/inspirational liturgy and music selections each week.

Chaplaincy:

A large % of active members are 60+ years. Healing spiritual care provided by our interim has revived intergenerational energy – a new unity within diversity of our community.

A revitalized Congregational Care Ministry team, trained by a gifted chaplain about how to provide material support and home visitations, will expand the time a pastor has to fulfill and focus on sacramental responsibilities.

Wider Church:

Our goal: deepen the faith of all congregants in order to support time our pastor needs to be active in the wider church. As our folks become equipped to round out essential ministries within the community, the balance of time Pastor spends in the community will be matched by congregants' choices to also engage while they learn how to be "invitational" for those who seek a healing community.

The ARDA or MissionInsite Reflection

ARDA/MI File

[Download Culture Report - 2026 8 mile radius.png](#)

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

ARDA and local school district data show high rate of affluent, educated, older (>55 yo) whites but 5 yr trends show small but gradual uptick in racial diversity (largest increase in Asian/Hispanic households), and uptrending elem school enrollments. Unemployment and single parent rates remain low and only 3-10% are non-English speaking. > 60% of households are families, but 31% are single adults living alone. 40% of residents are "unclaimed" by religious tradition. These data suggest that younger families and middle age to older single adults may be groups interested in a new faith journey.

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

Our Demographics

- Primarily caucasian
- Highly educated
- See exact %'s of political representation from the diverse recent summer RUCC survey
- Upper Middle-Class
- Households avg \$550K + range

Surrounding Neighborhoods

- families with young children
- Increasing #'s unchurched East Asian-born professionals
- Middle Age to Older Single adults living alone
- Lots of surrounding senior communities

We've started to realize two areas for ministry: families with children and single adults and/or senior adults living alone. We hope to find a new a pastor to join us and explore exciting possibilities for new ministries.

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

Ministering to families and children remains a strong priority, with newly hired Children's Ministry lay leader focusing on Faith Formations and Children's Time during Sunday service, plus family friendly events to build engagement and deepen relationships (kickball nights, holiday themed events, multi-generational pen pals, outreach at Sussex Night Out, etc).

New strategies are needed to broaden reach to single adults and seniors, although events like Prairie Fest, Music on the Prairie and Farm to Fork dinner target this demographic as well as families.

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

Redeemer is known in the **community** by business/civic leaders as **visible contributors** and networkers in all aspects of community life. The Sussex Historical Society documents life stories of many of RUCC's founders for their decades of welcoming, and synergies created to enhance the reputation and economic development for a dynamic and growing village. Redeemer has become known as a faith community that is welcoming, **supportive, generous to others, open to all and accepting**. Whether it be for worship, a dinner on the **prairie**, or side-by-side community banquets, Redeemer is **welcoming and hospitable**.

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

The following are the specific replies gathered by asking this question in a community wide survey distributed to members and participants in the summer of 2026:

The gorgeous music in worship
Being asked, and a desire to be involved
Open and affirming designation
Shared values and loving community
A strong moral voice on social issues
Community outreach, social justice
Intergenerational activities
Good sermons and music
Programming for kids and adults
Accessible ways to provide service
The community compassion that I felt
Friendliness of members

References

☒ Stacey Newcomer

Completed: Friday, Apr 24, 2026

I participated in a community book study hosted by Redeemer Church and targeting local community leaders in 2023.

Primary Email Address: boe-snewcomer@pewaukeeschools.org

Mobile Phone: 4142178221

Reference Response

I greatly appreciated the church hosting a community book study focused on improving relationships among local governmental boards and committees. The event was thoughtfully organized, with church members serving as gracious hosts by providing the space, materials, facilitators, and even dinners over three evenings.

What stood out most was how intentionally they engaged with participants. By joining table discussions, they helped create a welcoming environment that encouraged open, respectful dialogue and meaningful exchange of ideas.

Hearing from the lead pastor about the church's mission showed their commitment to community outreach. I appreciated the offer to share study materials so participants could continue the work in their own organizations.

This was a very positive and worthwhile experience, and I'm grateful for a community-minded church that invests in bringing people together.

☒ Jennifer Waltz

Completed: Monday, Apr 27, 2026

Since 2011, I have been the Executive Director of Sussex Outreach Services. Redeemer UCC is part of CCOS, 7 churches working together since the 1940s.

Primary Email Address: jenniferwaltz16@gmail.com

Business: 262-347-3563

Reference Response

The Cooperating Churches of Sussex is the nonprofit umbrella under which Sussex Outreach Services operates. These seven churches share a unique relationship, working together to serve the community, address racism, support healing after youth suicide, and offer inclusive worship.

Redeemer UCC has been involved since the beginning of Sussex Outreach, with clergy in leadership roles and supporting our mission to serve neighbors in need. Redeemer was instrumental in bringing Blessings in a Backpack to the Hamilton School District in 2018, providing weekend food to students facing hunger. Their support has included food drives, volunteer efforts, and storage space.

Redeemer is a welcoming and inclusive congregation that lives its values through generosity and service. They consistently provide volunteers, collect essential items, and offer financial support to help care for our community.

☒ Kelly Radcliff

Completed: Tuesday, Apr 7, 2026

I lead a Refugee Resettlement Group consisting of five UCC Congregations including Redeemer UCC.

Primary Email Address: radcliffkelly@gmail.com

Personal Cell: 6083580275

Reference Response

It has been a privilege to partner with Redeemer UCC for over five years in supporting refugee resettlement. From the beginning, their congregation has been a committed and essential part of our work. Members including Steve and Debbie Hecky, Linda Grabner-Smith, Anne Matthews, and others have served on our leadership team with dedication.

Redeemer UCC has played a key role in raising startup funds, assisting with employment efforts, organizing essential goods, and faithfully supporting families week after week. Their volunteers help with ESL practice, transportation for errands, and assisting children as they adjust to school.

Their compassion, consistency, and servant-hearted approach have made a meaningful and lasting impact on the families we serve and our broader community.

Closing Prayer

A prayer Redeemer UCC has for us and the new spiritual leader the Holy Spirit is guiding to us, in this season of transformation:

"We ask you, brothers and sisters, to respect those who labor among you, who have charge over you in Christ as your teachers. Esteem them highly with a special love because of their work. May the God of peace make you perfect in holiness. May you be preserved whole and complete; in spirit, in soul and in body - irrepensible at the coming of our Savior Jesus Christ. The One who calls us is trustworthy: God will make sure it comes to pass." 1 Thess 5:12-13, 23-24

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 Profile was updated over a period of 5 months

- The Search and Call Team - comprised of 5 individuals including a clergy/chaplain (disparate representative stakeholders) and Interim Pastor/consultant
- Community-wide participation in 4 separate listening sessions, convened on 4 Sundays after worship around a community meal and small group participation. Overall attendance approximated 140 folks from all sessions, representative from all gens of lay members and regular guests or participants
- Past Moderator - historical decision processes
- Congregant Diversity Survey
- Financial Secretary for July 2026

2. Additional comments for interpreting the profile:

This profile was created by a group of 6 devoted team members representing well the cross section of the political spectrum, socio-economic and diverse age groups of Redeemer. Please accept that the voices in the answers here, may be quite different from each other, as in expression, style and point of view of each writer is unique. We hope to increase participation from amongst all our diverse congregants as the community changes and transforms with the Spirit's leading under the care of our new Spiritual Leader.