

# LOCAL CHURCH PROFILE



Orchard Ridge United Church of Christ  
Madison, Wisconsin

Associate Pastor for Children, Youth and Families

Wisconsin Conference, Southwest Association

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“God is able to provide you with every blessing, so  
that having all sufficiency in all things at all times, you  
may abound in every good work.

(2 Corinthians 9:8)

# POSITION POSTING

## LISTING INFORMATION

Church name: Orchard Ridge United Church of Christ  
(ORUCC) Street address: 1501 Gilbert Rd., Madison, WI 53711  
Supplemental web links: [www.orucc.org](http://www.orucc.org)

Wisconsin Conference UCC

Southwest Association

Association Staff Contact Person

Name: Rev. Ted Drewsen

Title: Bridge Associate Conference Minister

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Summary Ministry Description:

Our vision statement is Spiritually Alive, Joyfully Inclusive, Committed to Justice, and it guides who we are and where we are going. Our church is a vibrant, joyful and caring community where we come together to grow in the spirit, find renewal for our souls, care for each other, our neighbors, the wider world, and all of creation. We understand that this is an ongoing process of growth into wisdom, and because it is a journey, we will never be able to live completely into what we desire to become. We are a progressive Christian community that seeks to engage in social justice work, especially in our local community. To live out our vision, we need strong leadership from both pastors and members, deep faith that we can thrive during times of transition, openness to change and new ideas, gentle nudging to move forward, recognition of the gifts of our people, and the welcoming of the diversity of ideas, knowledge and experiences we share.

We are seeking someone in ministry with whom we can share a

vision for a progressive Christian community. This person has an open heart, listens with a non-anxious presence, is a follower of Jesus, and leads and inspires. The person joining us in ministry will share leadership with the congregation and the other pastors, nurture our gifts, both corporate and personal, and help us become our best selves as we serve each other and the larger community, sharing the love of Christ with all.

The Associate Pastor for Children, Youth and Families will bring a joy and purpose in nurturing and guiding spiritual growth in our children and youth. Children and youth play an important role in the life of our church, from Sunday School to musical programs to summer mission trips. We seek someone who has the imagination to develop new and engaging programs and projects, building on the foundation already in place.





The Madison area is a thriving community with low unemployment and an active citizenry. It is Wisconsin's state capital, and has many lakes, parks and excellent bike trails. It is generally considered a progressive community, although there are issues of racial and income inequality that

are of great concern. It is the home of the University of Wisconsin as well as other institutions of higher learning, and there are abundant resources for education.

Current size of membership: 360 active members, 40 active non-members for a total of 400.

Languages used in ministry: English

Position Title: Associate Pastor for Children, Youth and Families

Position Duration: Settled

Compensation Level: Two-thirds time

Does the total support package meet conference compensation guidelines?

Yes

## SCOPE OF WORK

The scope of work for the Associate Pastor for Children, Youth and Families includes:

1. **Conceiving and executing a vision for Christian education** and spiritual formation among the children, youth and families of Orchard Ridge UCC. Selecting, reviewing, refining a curriculum and organizing Sunday morning programming for children and youth around that curriculum, including a human sexuality curriculum for middle-school youth. Assessing the curriculum continuously and revising as appropriate. Organizing Sunday morning programming and purchasing supplies.
2. **Growing our children and youth** as spiritual leaders by researching and planning service projects, leadership opportunities and the annual youth mission trip.
3. **Collaborating with other Orchard Ridge UCC staff**, including with the Children's Music Director and the Tru Function director on the annual Christmas Eve service and other musical presentations. Collaborating with the pastoral team on themes and workshops for the annual All Church Retreat and other special worship services, experiences and intergenerational activities.
4. **Providing for the spiritual needs of parents and families** through creating curriculum for and leading small group adult studies. Promoting offerings and programs for families at UCCI facilities Moon Beach and Daycholah Center, organizing the All Church Retreat, Youth Mission Trip, and mission trip fundraising.
5. **Recruiting, training and supporting paid staff and volunteers**, including nursery care workers, Sunday school teachers, Youth leaders, and Mission Trip chaperones. Supervising Children's Music Director and Tru Function Director.
6. **Ensuring a safe environment for children and youth** through rigorous adherence to the ORUCC Safe Sanctuary Policy and promotion of the policy to all volunteers and families. Coordinating background checks for paid staff and volunteers in accordance with the Safe Sanctuary Policy.
7. **Sharing the Word of God with the ORUCC congregation** through preaching 6-8 times per year on average. Engaging with the life of the church and congregation by providing pastoral leadership in worship, for weddings, memorial services and funerals. Leading and assisting in the sacraments of baptism and Holy Communion.
8. **Being present for ORUCC families** by providing pastoral

support to children, youth, parents and extended family members as needed. Supporting the larger congregation by assisting in pastoral care for elders, shut-ins and hospitalized members.

#### Core Competencies:

1. The pastor will be skilled in guiding the faith formation of children and youth in alignment with progressive Christian perspectives.
2. The pastor will have the ability to organize and manage Christian education and faith formation for families, including curriculum development, recruiting, mission trip organization and fundraising.
3. The pastor will be skilled at providing compassionate pastoral support to children, youth, families and the congregation at large.

## COMPENSATION AND SUPPORT

### Salary plus Benefits

The church does not have a parsonage. The minister will seek their own housing and a housing allowance is included in the salary basis.

Describe peer and professional supports available for ministers in your association/conference:

The UCC offers a variety of clergy community of practice circles for clergy support. There is a lively ecumenical network organized mostly around projects and causes of shared interest.

## WHO IS GOD CALLING TO MINISTER WITH US?

Together we will continue our commitment to building a church community where all feel valued and safe—young and old, singles and

families, people of all colors, genders, and sexual orientations, lifelong Christians, and those exploring what it means to be a follower of Jesus. We will worship together, learn together, and work together to build loving relationships with people both inside and outside our church. We will honor the unique gifts that every person brings to the world and we will live in healthy balance with all of God's creation.

Describe how your vision of the minister you are now seeking will assist the congregation in making an impact beyond its walls. We seek a pastor who has a deep commitment to loving our neighbor and who will continue to help us explore ways to nurture peace and justice in our community. Congregants are also interested in better sharing the good news that we are a progressive Christian church that emphasizes deeds over creeds and honors questions over certainties as well as a message of hope for those who fear that Christianity may no longer be relevant to their lives.

Specify language requirements or culturally-specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling. We are an English-speaking congregation, but we are committed to speaking the language of love. Our call is to work for justice, particularly for those in our immediate community who are economically challenged or feeling alienated, standing as Jesus does with the outcast and oppressed. We seek an associate pastor who shares this calling and who values cultivating relationships with people of diverse backgrounds and ethnicities.

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

- **Engaging Sacred Stories and Traditions:** Our congregation values expanding and strengthening our understanding of God, and this associate pastor role will lead for children and youth the development of those stories, traditions and questions of who our God is today. Our youngest members will come to understand biblical texts, other ways of worshiping God, and how they define their own selves in relation to their God
- **Working Together for Justice and Mercy:** Our congregation has a



long and continuing call to work for justice in our local community, in our country, and in our world. Our next minister will engage the local community, build meaningful relationships, and organize so that the congregation continues its strong ministry of social justice.

- **Strengthening Inter- and Intra-Personal Assets:** The associate pastor will be a non-anxious presence who can read the pulse of the congregation.
- **Working Together for Justice and Mercy:** Our congregation has a long and continuing call to work for justice in our local community, in our country and in our world. The associate pastor will right-size these actions for children and youth, sparking a life-long commitment to social justice in our youngest members.
- **Exhibiting a Spiritual Foundation and Ongoing Spiritual Practice:** The associate pastor is a role model for living a holistic life rooted in faith.

## WHO IS GOD CALLING US TO BECOME?

Who is God calling you to become as a congregation? Honoring and building upon the foundations ORUCC is blessed with, the wisdom, welcome, work, and hopes of our founders and elders, we follow in their faithful footsteps towards new possibilities. We seek to respond to our still-speaking God who is calling us to live lives of reconciling love and compassionate presence. God calls us to follow Christ, to work on behalf of the “poor,” and to develop ways for each of us to walk on this path guided and grounded by the sacred, the ordinary, and the creative, receiving abundant beauty and grace along our way.

God calls us to grow more deeply in our personal faith—

- to develop and nurture a faith that embodies the sacredness of body, heart, mind, and soul, faith and science, and questions and belief.
- to receive that we are each loved with a love that will not let us go.
- to practice self-care through prayer, reflection, worship, recreation, and work to rejuvenate, empty, listen, and then greet the world anew.
- to be lifelong learners studying the Bible and other writings that strengthen and make our faith richer.

God calls us to celebrate and care for each other as a congregation—

- to extend our care and respect for each other: our elderly, our people with special needs or mental health needs, our sick, our lonely, our marginalized, our people in life transitions.
- to delight in friendships and maintain the healthy, vibrant community that is ORUCC.
- to nurture, support, encourage, follow, and delight in our children and youth, to continue our commitment to providing a Christian foundation of moral and ethical values for living a life that includes empathy and service to others.
- to keep exploring what Sunday morning worship looks like, through the gifts of music and art, prayer and meditation, and the evolving possibilities of technology.

- to identify and work to overcome explicit and implicit bias in the life of the church.
- to create numerous ways for all to engage in the life of ORUCC.

Gods calls us to act justly in our community—

- to continue to keep issues of social justice (a warm embrace of LGBTQ persons, concern for those incarcerated, racial disparities, immigration, homelessness and affordable housing, climate change, violence, equal access to quality education) in the forefront of our congregational life, fully living into existing programs while envisioning new avenues.
- to continue to be a source of learning and respectful dialogue while fostering equity for those who do not share in the privileges so many of us take for granted. To work towards transformation of attitudes, behaviors, and systems as individuals, as a congregation, or in partnership with other community members.
- to provide hope and healing to a hurting world through companionship and allyship. To practice a deeper presence, a deeper understanding, and a deeper engagement even when uncomfortable or difficult.
- to generously share the relevant, life-giving Good News in a progressive Christian voice.
- to share the good news of Jesus' love and mercy for us all.
- to tell the stories of the Bible in a progressive and loving way.
- to be lifelong learners who are on a faith journey.
- to encourage questions and wonderings of all kinds, including about God and Jesus.
- to support active prayer and conversation with our God.
- to delight in music and movement as a way to worship.
- to serve our community and our world through social justice.
- to welcome all and rejoice in the diversity of our lives and experiences.

Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation.

In these times of overt racism and harsh rhetoric in our country our

church must continue to be a source of learning and advocacy, compassion and renewal. We are called to provide a wide welcome, to be a safe place for voices, perspectives, lives, stories, and gifts to be named, lifted up, celebrated, and shared. We are called to listen to the world around us, but also to listen more deeply to each other, to be more caring of our own members. We are called to practice love.

Describe two experiments your congregation has initiated or engaged in in the past year, what were the results and where do you see your next steps?

ORUCC has a long-time commitment to live our faith and “love our neighbor” in important and practical ways. Here are two recent initiatives we have begun and are living into.

1. Heart Room is a collaborative partnership between ORUCC and three Madison-area nonprofits or agencies: The Road Home, Early Childhood Initiative, and Joining Forces with Families. It provides six families with real opportunities to achieve long-term housing stability. Based on the belief that stable housing is the foundation families need to meet their goals and for children to grow up safe, healthy, happy, and successful in school, Heart Room provides significant monthly rent subsidies interlaced with holistic family-directed and case-specific services in areas of housing, employment, childhood development, mental health and/or other areas.

Heart Room is a successful pilot program that helps families with young children find and keep stable housing as a platform for children to grow up safe, healthy and successful. Initiated by ORUCC, this pilot began serving families in 2018 with three years of rental assistance funded by church members, and with other supports, through professional partners at Joining Forces for Families, The Road Home and the Early Childhood Initiative. Seven of eight families served in the three-year pilot have maintained stable housing.

In 2021, ORUCC and our partners agreed to continue Heart Room as a pilot. Because of pandemic setbacks, two families received time-limited extensions of rental assistance while they re-established income with suitable housing. Our church successfully raised funds

to enroll eight more families, three starting in July 2021 and five to start in July 2022. About 70 of ORUCC's households contributed funds or made pledges during 2021 to ensure three years of rental assistance for the eight new families. ORUCC and our partners have begun conversations to further expand this successful model with other partners in the coming year.

2. On June 18, 2017, ORUCC voted to become a sanctuary congregation. At that time, we made a commitment to engage in support, advocacy, and service to our undocumented brothers and sisters. At the core of this commitment is our offering of safe sanctuary to an individual or family who may be facing deportation. We are also a founding member of the Dane County Sanctuary Coalition, an interfaith effort to create as many sanctuary sites as possible in Dane county formed in partnership with Voces de la Frontera and Centro Hispano, two programs in Wisconsin dealing with immigrant issues. Members of our Sanctuary Mission Team serve on the steering committee and other work teams of the Dane County Sanctuary Coalition. Our congregation is concerned as our nation continues its conversation regarding borders and immigration, and as ICE amps up arrests in our own community. We want to continue to educate ourselves on the issues, to continue to provide a wide welcome, and to continue to be a visible partner in our community.

ORUCC's Immigration Justice Mission Team provides assistance to individuals and families seeking asylum in the United States through support of Casa Alitas, an immigrant welcome center in Tucson, Arizona. Those arriving at the doors of Casa Alitas have been granted legal passage to the United States. At Casa Alitas, they receive a warm welcome, healthy food, shelter, assistance in uniting with separated family members, and help in making travel arrangements to their sponsors in the United States. ORUCC has a hands-on history with Casa Alitas. The chair of our team has spent extended periods volunteering at Casa Alitas, and the congregation at large has collected compassion offerings and delivered clothing donations to support the welcome center.

Has your church had a multi-year strategic plan or vision statement; if so, where do you see that plan/vision taking you?

Our mission statement is Spiritually Alive, Joyfully Inclusive, Committed to Justice. This is who we are and who we seek to become. Our mission statement is a guiding light for all we do.

After ORUCC celebrated its 50th anniversary in 2008, a multi-year plan called the Next Generation Initiative (NGI) was created. NGI became a map for expanding and improving our programming and facilities to strengthen and deepen our faith as well as a way to honor our founders and our future. The NGI priorities included adding opportunities for children, youth, and families; expanding our music programming; identifying additional ways to grow in relationships with God, one another, and the wider world; and the greening of our church and lives. In the last 10 years, ORUCC has hired a children's music director and a youth band director, purchased and incorporates drums, rhythm instruments, and sound equipment in our worship services; provided opportunities for spiritual growth through meditation, a labyrinth, library resources, and small-group meetings and retreats; and nurturing of our Veggie Village community garden. NGI also included a successful capital campaign which raised \$1.5 million to remodel and refurbish our church building. Ten percent of the money raised was set aside to create a major social justice initiative in our community, The Southwest Partnership, which helped to address housing and employment barriers in our neighborhood.

# WHO ARE WE NOW?

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## CONGREGATIONAL REFLECTIONS

Describe your congregation's life of faith.

For example, who is a favorite theologian admired in the congregation and why? How is God most often described in worship liturgy? In what ways would you describe the Holy Spirit in your midst?

ORUCC fully lives out our mission statement of "Spiritually Alive, Joyfully Inclusive, Committed to Justice." Ours is a congregation that is growing, thriving, welcoming, and dedicated to God's greater call of radical love. God is brought forward in worship in many ways: scripture readings, poetry, Native-American chants, readings from other faith traditions, alternative interpretations of the Lord's prayer, pop songs sung by high school band, silent meditation and prayer, traditional hymns and choral anthems, and in the hearts of our members. We deeply value the varied ways to bring the holy and sacred into our lives, and we are open to discovering new and different ways of experiencing God, too.

We are a progressive congregation striving to make the Christian faith relevant in today's world. We are deeply committed to social action, a vibrant worship life, and a ministry with children and youth. Our commitment is to walk together in the journey of faith. While we are a distinctly Christian congregation, we welcome theological inquiry, insights from other faiths, and those with serious questions and doubts. Seekers and doubters abound in our midst among guests and members alike.

Describe several strengths or positive qualities of your congregation.

Our youth program and our commitment to justice are two foundational strengths of Orchard Ridge UCC. We are seeking someone to come alongside us to help us bring forth the positive aspects of our youth program into the future. We love sharing stories of our faith with our children and allowing them ample space to imagine, play, and ask questions as we provide safe space for their spirits to flourish.

We have active, and joyful children, youth and family programming from babies in the nursery to high school student youth activities. We seek to live into the ideals of intergenerational community with pride. Children are seen AND heard. We use a variety of curriculum for all ages, including weekly Sunday School classes, Our Whole Lives sexuality education for middle school youth (offered every three years), a Coexist curriculum for interfaith dialogue, Confirmation, and an annual out-of-state justice immersion mission trip for high school youth. A huge strength is the children's music program, where the kids create, write, and compose original poems, songs, and stories for various performances, including an annual Christmas Eve program for families.

Music matters to so many at ORUCC, and it's another way that many of us connect to our faith. There are several formal music ministries for adults as well: an adult choir, a handbell choir, an adult rock band, a youth rock band, and a children's music program. Additionally, the congregation actively participates in music during worship, and we've included a high variety of music on Sunday mornings: old—and newer—hymns, Taize chanting, contemporary Christian songs, and original songs. There are also many talented members of the congregation who share their music during worship throughout the year.

Our members are also passionate about social justice issues, and we seek to be challenged to engage in creating positive change in our community and our world. It's important to this congregation that we create opportunities to be actively involved in the hard, and sometimes uncomfortable, work of social, economic, and environmental justice. We are particularly active with immigration justice and housing justice in the Madison area and beyond, and are a sanctuary church which has hosted a family in sanctuary in the past.

ORUCC is a warm and welcoming congregation, and we value really good questions and doubt as much as we value sure faith. We honor each other. We seek to provide a safe place for all voices, perspectives, lives, and gifts yet to be named. We listen to and learn



from each other. ORUCC's greatest strength is its members—each one different, each one holy.

Describe what worship is like when your congregation gathers. For example, where does worship take place, and what is it based around? What was a recent baptism like? What are some words used to describe good preaching?

Worship at ORUCC takes place every Sunday in our worship hall at 10 a.m. While there are variations in the elements and order of events, most weeks follow a similar structure. We often begin with singing together, and an opening prayer from either a member of the congregation or clergy will prepare our hearts for worship. There is a time to pass the peace of Christ, greeting each other warmly and enthusiastically. Other regular elements of worship include music from one of the choirs, bands, or members; a time for children with one of the pastors; and offerings to our church as well as other groups in the community.

Since Covid began, we've flexed between live-streamed worship aired on YouTube, pre-recorded services aired on YouTube, ZOOM worship, in-person worship outside, and in-person worship inside. The structure of each service also varies as we feel our way through this pandemic.

A deeply meaningful part of worship is the sharing of our Joys and Concerns where a pastor invites members of the congregation to share prayer requests with the congregation. After a pastoral prayer, some version of The Lord's Prayer is recited together.

A sacred text introduces the Sermon. This text is often Biblical, but it can also come from other religious traditions or inspirational writings. Throughout the year, themes weave sermons together. Some recent sermon series include: a focus on Celtic Christianity with an emphasis on creation care, a series which helped us process emerging from the initial shut down of the pandemic experience where we focused on "Re" words, like remember, rejoice, revive,

reflect, regenerate and rest. For Lent last year we focused on pause and rest, and for Advent the theme of darkness accompanied us one year, then “Comfort Comfort, Oh My People,” picking up on pastoral needs during the pandemic of nurturing people’s spirits. We dedicated January this year to preaching about Racial Justice.

Once a month, the sacrament of communion is served, and ORUCC invites all members, non-members, and guests to take part in open communion, believing that all are welcome at God’s table if they so desire. The service often ends with some time for quiet meditation as well as a closing song. Prior to the Covid-19 pandemic, a pastor would invite worshipers to join hands and offer a final blessing. After worship, all are welcome to stay for coffee and conversation in Friendship Hall. We eagerly look forward to being able to resume these rituals.

We seek a pastor who is passionate about youth and children, skillful at creating sacred space, resonates deeply with our mission statement, and connects spirituality with action. Our pastor will be theologically progressive, provocative, relevant, intellectually stimulating, and passionate. Additionally, our associate pastor will be a good administrator and an organized, hands-on member of the pastoral staff team.

Describe the educational program and/or faith formation vision of your church. For example, how are young people included in leadership? How do people continue to form their faith over a lifetime? Name a topic studied or curriculum used recently; what was the impact of this study on those who attended?

God is calling us to continue to help our children build a Christian foundation of moral and ethical values for living a life that includes empathy and service to others.

We believe that children are spiritual beings who come to us as gifts from God and that the vitality of our faith community is critical to the nurturing of our children’s faith. Through the ORUCC community, we provide our youth with language, context, and experiences to encourage them to grow their faith.

Our hopes for each child who participates in ORUCC’s Christian Education and Spiritual Formation programming are:

1. Our children will experience the affirmations we pronounce at baptism: God loves them unconditionally, Jesus is their Redeemer and Friend, and the Holy Spirit is their Comfort and Guide.
2. They will be nurtured and supported to grow in their faith by our church community.
3. They will grow in their faith and understanding of God and be challenged by the teachings of Jesus and endeavor to follow in the ways of Christ.
4. They will examine the strengths as well as the struggles of being human.
5. They will be exposed to spiritual practices to assist them in their faith formation.
6. They will study and be exposed to the major world religions and Christian denominations helping them to respect different faith traditions.
7. They will learn about sexuality through a comprehensive educational program. We currently use a curriculum called Our Whole Lives.
8. They will develop deep and lasting friendships through the ORUCC community.
9. They will grow in their understanding of themselves that will help them discern their purpose and vocation in the world.
10. They will gain leadership experiences by participating in the annual mission trips, assisting and leading in worship, and assisting with the children's programming.

From September through early June, Sunday School classes are offered at 9 a.m. for kids in preschool through middle school. High schoolers meet once a month, in addition to having opportunities in the high school rock band and the mission trip.

The children's music director meets with grade-school children three Sundays during either Sunday School or worship for singing, poetry and songwriting, and playing drums and other percussion instruments. The children share and lead the Christmas Eve service, and they also share occasionally in Sunday morning worship.

ORUCC offers a three-year rotation for youth in middle school. Two of the years the youth examine confirmation topics such as the

teachings, life, death, and resurrection of Jesus, the early church and early followers of Christ and their ability to live from a Spirit of forgiveness, inclusion and non-violence. We study the civil rights movement and Martin Luther King, Jr.'s spiritual leadership of nonviolence and justice. We also offer spiritual formation experiences and service projects that align with our overall goals.

One year of our middle school programming is devoted to teaching a comprehensive sexuality program based on the values of sexual health, inclusivity and justice, self-worth, and responsibility.

ORUCC also offers a variety of faith formation opportunities for adults. We believe God is calling us to be a congregation of lifelong learning, including continued study of the Bible and other sources of religious faith. Some of our current or recent offerings include a weekly Bible discussion group; labyrinth walks; Java and Jesus—a weekly discussion of issues involving faith and society; and small groups addressing social issues such as prison reform, civil rights, immigration, and the environment. These groups are led by a pastor or members of the congregation. In the fall of 2018, our former senior pastor designed and directed a civil rights tour through Tennessee, Georgia, and Alabama.

Describe how your congregation is organized for ministry and mission.

The Leadership Team is the executive body of our church. It is composed of a Moderator, a Moderator-elect, the immediate past Moderator, a Treasurer, a Clerk, the pastors, and five at-large members of the church. This team provides long-range planning and visioning for the church as well as support and guidance to our ministry teams, all while being active listeners to our congregation. The church budget, stewardship, and nominations process are developed and monitored by this team.

Our five Ministries provide programming and focus in the areas of Youth and Family Faith Formation, Adult Faith Formation, Christian Witness and Service, Congregational Life, and Resources. Each Ministry consists of 6-7 church members and one pastor. Each of the Ministries may create and support mission teams which may have a more specific focus and duration. Three of our mission teams are Care of Creation (bringing opportunities for education and activism on issues that challenge our environment), Pastoral Partners (dedicated lay people who provide visits, prayers, and friendship to homebound members and those going through grief), and our Catering Team (providing thoughtful, beautiful,

nutritious meals for our monthly Over 55 gatherings, all church dine-ins, receptions, and celebrations).

These teams and the congregation make decisions together.. During times of major decisions, time is often given to large and small group discussions and learning sessions before a vote at a called congregational meeting. Communication happens through our online newsletter, Sunday church bulletin, and email and social media updates.

There is room to explore broader input from all members and to provide more transparency in decision making to allow us to live more deeply into our call to acceptance and inclusion.

When it comes to decision-making, how many hours are spent in meetings per month?

The Associate Pastor for Children, Youth and Families works under the direction of the Senior Pastor, who coordinates meetings with the pastoral team. The Associate Pastor will serve as an ex-officio member of the Youth and Family Faith Formation Ministry and will attend those monthly meetings as well as monthly Leadership Team meetings.

Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?

In 2019 we were presented with a situation requiring urgent action. An undocumented, asylum-seeking Honduran family of mom/dad/three children, temporarily housed in a local hotel, faced imminent homelessness. The Dane Sanctuary Coalition asked if our church would be willing to offer temporary housing. Our moderator called an emergency meeting of the pastors, leadership team, and sanctuary mission team to discuss and decide. We met, learned the details, discussed options, and voted. The vote was almost unanimous (one dissenting vote) to welcome this family into our church. Since the two congregations housed in our church building had already voted to become a sanctuary church, and since the sanctuary mission team had already created a plan for housing/offering sanctuary to an undocumented individual, we were able to act quickly: set up a

bedroom/private room for the family, enact a meals support program and a family support program. We hosted this family for eight weeks. Approximately 200 volunteers from Dane Sanctuary Coalition member congregations pitched in to help. Staff, particularly our interim pastor, also provided support and oversight.

Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church's activity and governance?

Yes, we can provide these documents if requested.

11-YEAR REPORT: Attached I

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		Is this number an estimate? (check if yes)
Number of active members:	360	yes
Number of active non-members:	40	yes
Total of church participants (sum of the numbers above):	400	yes

Percentage of total participants who have been in the church:

		Is this percentage an estimate? (check if yes)
More than 10 years:	56%	yes
Less than 10, more than 5 years:	25%	yes
Less than 5 years:	19%	yes

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	Are these numbers an estimate? (check if yes)
10%	6%	4%	6%	10%	10%	26%	14%	14%	yes

Percentage of adults in various household types:

		Is this percentage an estimate? (check if yes)
Single adults under 35:	5%	yes
Joint household with minors:	20%	yes
Single adults age 35-65:	4%	yes
Joint household with no minors:	51%	yes
Single adults over 65:	20%	yes

Education level of adult participants by percentage:

		Is this percentage an estimate? (check if yes)
High school:	5%	yes
College:	60%	yes
Graduate School:	30%	yes
Specialty Training:	5%	yes
Other (please specify):		

Percentage of adults in various employment types:

		Is this number an estimate? (check if yes)
Adults who are employed:	50%	yes
Adults who are retired:	48%	yes
Adults who are not fully employed:	2%	yes

Describe the range of occupations of working adults in the congregation.  
 90% white collar, 10% blue collar



Educators (at all levels), IT professionals, medical professionals, government employees, business owners, food and hospitality industry, construction industry.

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up. Most UCC congregations tend to describe themselves as “diverse.” Yet, the vast majority of UCC congregations are mono-cultural. What does diversity mean in your context? Euro-American with a small percentage of people of color.

List the date your congregation has had or will have a conversation using a resource such as the Welcoming Diversity Inventory. Comment on the results.

We have not done this yet and do not have a plan to review this document at this time.

## PARTICIPATION AND STAFFING

Complete the following chart. Please leave blank any fields that are not applicable to your congregation.

Who plans each of the listed gatherings? (list any number of and all worship planners, people such as various lay involved in leaders, pastors, attendance musicians, other staff)	
Adult Groups or Classes:	250 Varies with the group, some are planned by pastors, some are planned by lay leaders
Baptisms (number last year):	8 Pastors
Children’s Groups or Classes:	64 Youth minister, youth music program director, some lay leaders
Christmas Eve and Easter Worship:	360 Pastors Christmas, 300 Easter
Church-wide Meals:	460 Lay leaders
Choirs and Music Groups:	70 Music leaders
Church-based Bible Study:	40 Pastors

Communion (served how often?) 1/month:	Pastors 180
Community Meals:	110 Lay leaders

Confirmation (number confirmed last year):	10 Youth Minister
Drama or Dance Program:	0
Funerals (number last year):	6 Pastors
Intergenerational Groups:	230 Pastors and lay leaders

Outdoor Worship 1/year:	180 Pastors
Prayer or Meditation Groups:	15 Lay Leaders and Pastors
Public Advocacy Work/Justice:	250 Lay Leaders
Retreats 1/year:	100 Pastors
Theology or Bible Programs in community:	25 Pastors
Weddings (number last year):	4 Pastors
Worship (time slot: _____) 10:00 -	180 Pastors
Worship (time slot: _____)	
Young Adult Groups or Classes:	0
Youth Groups or Classes:	10-23 Pastor and lay leaders
Other	

Additional comments: These figures were generally accurate before the Covid-19 pandemic.

List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current United Church of Christ Three-Way Covenants (i.e. serving in a congregation) or Four-Way Covenants (i.e. serving in a ministry beyond a congregation).

Name	Three-Way or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Doug Loving				yes
Sharon Goss				yes
David Moyer				yes
Ted Drewsen				yes
Phil Haslanger				yes
Elaine Thomas				yes
Christine Pasinski				yes
Kerri Parker	four-way covenant			no
Alice Anderman				yes
David Anderman				yes
Luke Bocher				yes

If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation:

These retired pastors' roles are that of regular members of the congregation.

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staff person serves as head of staff.

Staff Position	Head of Compensation Supervised by Staff? (full time, part time, volunteer)	Length of Tenure for current person in this position
Senior Pastor	Reverend Doctor Julia Burkey Full-time	1 year
Associate Pastor for Congregational Life	Reverend Ken Pennings Part-time Senior Pastor	11 years
Office Manager	Julie Wombacher Senior Pastor	Hired in December 2018
Senior Choir Director	Bruce Gladstone Part-time Senior Pastor	12 years
Worship Service Musician and Choir Accompanist	Vicki Nonn Part-time Senior Pastor	47 years
Children's Music Director	Julie Mazer Part-time Associate Pastor for Children, Youth and Families	10 years
Handbell Director	Bethany Schultz Part-time Senior Pastor	3 years
Director of Tru Function and Tru Gumption	Rob Martens Part-time Senior Pastor	2 years
Custodian	Tim Rotar Part-time Senior Pastor	11 years

#### REFLECTION

Reflection: After reviewing the congregational demographics and activities above, what does this information reflect about your congregation's overall ministry?

The demographics describe a congregation that is thriving in many ways, with robust attendance, a thriving youth faith formation program, and participation in a diverse set of programs. It also shows opportunities for growth in the diversity of the congregation in terms of educational and professional background, age, and race and ethnicity.

### 3e. CHURCH FINANCES

Source	Amount
Annual Offerings and Pledged Giving	\$435,500
Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)	\$
Endowment Draw (beyond what is permitted by spending policy, "drawing down the principal")	\$
Fundraising Events	\$
Gifts Designated for a Specific Purpose	\$
Grants	\$
Rentals of Church Building	\$16,855
Rentals of Church Parsonage	\$
Support from Related Organizations (e.g. Women's Group)	\$
Transfers from Special Accounts	\$
Other (specify): PPP Loan Forgiveness	\$10,230
Other (specify): Unpledged giving	\$13,750
<b>TOTAL</b>	<b>\$476,335</b>

The Madison Mennonite Community rents space from ORUCC for worship and office space.

Current annual expenses (dollars budgeted for most recent fiscal year): \$463,600

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.

Considering total budgeted expenses for the year, compare total ministerial

support. What is the percentage? 48%

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

ORUCC holds a monthly "compassion offering" for outreach support funds for local agencies, as determined by the Ministry of Christian Witness and Service. In 2021, a total of \$33,876 was collected and dispersed.

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? (recommended 10%)  
5% of operating budget in 2021.

What is the church's current indebtedness?

Total amount of loan debt: \$0

Reason for debt:

Are capital and other payments current?

If a building program is projected or underway, describe it, including the projected start/end date of the building project and the total project budget.

No building program is projected or underway at ORUCC.

If the church has had capital campaigns in the last ten years, describe:

Year(s)	Purpose	Goal Result	Impact
2014	Preserve Our Ministry (to retire all debt from capital campaign)	\$182,051.85	All remaining debt from previous capital campaign paid

As a result of strategic planning after our 50th anniversary, significant building needs were identified in order to continue with our programming and church goals. ORUCC agreed to a contract with an architect in 2009 and voted to proceed with the renovations in June 2010. ORUCC received pledges of \$1,565,000 in 2010 and 2011 to be paid over 5 years. All costs related to renovations have been paid.

What projects were undertaken as a result of your capital campaign? Due to lower construction costs than anticipated, we were able to accomplish all of the objectives identified for our most ambitious pledge goal. Except for the kitchen, nearly every part of the building was touched. Major components included:

1. added new HVAC systems and adding AC throughout the entire building
2. replaced all plumbing except in kitchen
3. made a major upgrade to our electrical system including AV connectivity in the Friendship Hall and the Worship Hall
4. replaced windows in most of the building
5. remodeled Worship Hall, Friendship Hall, and the Crossroads area between the two
6. remediated several water leaks in two parts of the building
7. remodeled bathrooms that are now ADA compliant, as well as adding a genderless bathroom.

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result Impact
		\$	\$
		\$	\$

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

Ten percent of the money raised during the 2010 capital campaign was set aside to create a major social justice initiative in our community, The Southwest Partnership, which helped to address housing and employment barriers in our neighborhood.



Does your church have an endowment? No

Other Assets

Reserves (savings): \$30,508

Investments (other than endowment): \$130,285

Does your church have a parsonage? No

Describe all buildings owned by the church: One church building that includes a worship hall, fellowship spaces, classrooms, offices, kitchen, and basement.

Describe non-owned buildings or space used or rented by the church: N/A

Which spaces are accessible to wheelchairs? (worship space, pulpit, fellowship space, facilities, etc.)

All spaces within the church are accessible to wheelchairs, except a few rooms in the basement which are used by youth. All spaces on the main floor of the church are accessible to wheelchairs: 3-4 rooms in the basement (which are used primarily by youth) are inaccessible.

Reflection: After reviewing the church's finances and assets described above, what does this information reflect about your congregation's mission and ministry?

ORUCC is financially stable, prudent, and big-hearted. We carefully manage finances so that we are able to not only support our hard-working staff, beloved building, and active ministries but also so that we give generously to UCC missions as well as to our community. Along with our monthly pledged giving, our Christian Witness and Service Ministry chooses another group to give to each month in our compassion offering, and members and visitors give generously. We've raised funds for local organizations such as The Community Immigration Law Center and Urban Triage as well as wider UCC missions such as One Great Hour of Sharing.

We are not shy about talking about money, and new member classes address this subject head-on. Stewardship season is positive and uplifting, and members give with a cheerful heart. There have been other ways of raising funds for special projects, such as our Heart Room project, and

pastoral staff work closely with lay leaders to ask specific members of the congregation to donate. When there are fundraising efforts for the youth mission trip, members are generous and excited to give to our youth.

## HISTORICAL INFORMATION

Name one to three significant happenings in the history of your church that have shaped the identity of your congregation.

### 1. Strategic Planning & Renewal

After our 50th anniversary, our congregation began a strategic planning process for the next 5-15 years. The plan was built on extensive congregational input and the hard work of several committees. It included proposals to expand and improve ORUCC's programming and facilities.

In January 2009, the congregation authorized an internal team to choose an architect and begin exploring ways to remodel or expand our building to fulfill the programmatic hopes and dreams of the congregation.

The original goals were:

- Assure that building operational systems such as heating, electrical, and plumbing meet building needs and are efficient in cost and energy use.
- Accommodate current and new program and administrative space needs.
- Become a "green church" including, but not limited to, a reduced carbon footprint.
- Make better use of our grounds to meet our mission and program goals.

After a successful capital campaign, construction began in 2010 and nearly the entire building was renovated. All debt from this effort has been paid off.

Using ten percent of our capital campaign funds, the Ministry of Christian Witness and Service led a process for determining how to use the funds to address poverty and homelessness in our neighborhood on the southwest side of Madison. Combining with Dane County's Joining Forces for Families program, Public Health Nursing, and the Common Wealth Development, ORUCC funded a new program called The Southwest Partnership (SWP).

SWP's original intent was to organize people in the neighborhood and bring agencies and ORUCC volunteers together to share talents and resources to attack root causes of homelessness and poverty. ORUCC funds paid for a community organizer who spent over a year meeting with neighbors and listening to their needs and concerns. In response, the project goals focused on increasing employment opportunities for very low-income neighbors while continuing to build community and respectful relationships. We hosted a weekly Job Shop to help people find employment, developed and implemented a transitional employment program, conducted employer outreach, and built employer referral networks. ORUCC funds were stretched beyond the original two years of funding into a third year. SWP as a formal collaboration ceased operations in 2017. However, a range of neighborhood "partnerships" continue with meaningful relationships and service.

## 2. Open and Affirming

Our congregation became an Open and Affirming congregation in May 1993. This action was taken by the congregation after a period of several months of conversation, exploration, and education, including panels with LGBTQ members of the congregation who shared their stories.

## 3. Youth Programming

ORUCC's education programming for children and youth has evolved greatly over the past several years. One of the first significant changes was to offer 9 a.m. Sunday School to children and youth, moving it out of the 10 a.m. worship hour. A second addition to our programming was to hire a children's music director, and through her service, children have created musical compositions using xylophones, African drums, hand chimes, and movement and rhythm. We utilize our Wisconsin UCC camps for retreats for members, and those annual gatherings have contributed significantly to our spiritual formation and deepening our connections to one another. A complete list of our ministry with children and youth is provided above.

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

In 1995, ORUCC terminated the employment of our Senior Pastor after a

long, painful process. It was known to many in the congregation by 1994 (and even earlier for some) that he was an active alcoholic. His ministry was deeply affected by his addiction as he began attending some meetings and some worship services while appearing to be under the influence of alcohol. The pastor had been in addiction treatment at least twice prior to 1995, but not all church members knew of his addiction, creating confusion about his behavior. Poor communication—and secret communications—created schisms within the church. Working with the staff from the Wisconsin UCC Conference and the lay leaders of our church, this pastor was required to undergo a final attempt at inpatient addiction treatment. In 1995, he abandoned treatment even though he knew it would mean the end of his pastorate at ORUCC. Because communication about this issue was so poor, many members left the church.

From 1995 until 1998, ORUCC was served by an interim pastor with experience helping troubled congregations. He led us to the Lombard Mennonite Peace Center, and their intervention plan was determined to be helpful and important enough that our then Executive Committee chose to spend \$14,600 from a very tight budget to employ LMPC.

Our relationship with the LMPC included:

- Information Gathering and Education Phase that ran from February to March 1996. It included three listening sessions and numerous interviews with various staff and members. This phase also included a two day workshop for members to learn about “Conflict in the Church.”
- Healing Phase, held from March to June 1996, which included three large group structured dialogue sessions about conflicts within church and its members.
- Problem-Solving Phase, which went from May through June, and included two large-group sessions to work on finding solutions to the conflicts identified. Additionally, small groups worked on specific issues that arose in earlier phases, and their reports were presented and accepted by the congregation.
- Closing Phase that facilitated closure from our relationship with the former pastor on July 28, 1996 and a congregation-wide service of reconciliation on September 29, 1996.

The LMPC process, which lasted almost a year, was very beneficial to the congregation and laid an important groundwork for the current pastoral staff who continue to use the tenants of “Family Systems Theory” within

our community. In addition, this process developed in lay leadership an enduring understanding of the need for open communication and transparency in decision-making.

Furthermore, the LMPC process, and its positive outcomes, were a prominent feature in our search for a new senior pastor in 1998. Every pastor since 1998 has participated in some aspect of education and training with the Lombard Mennonite Peace Center, most notably participation in the LMPC's ongoing Clergy Clinics and its Advanced Clergy Clinic. Our outgoing Associate Pastor, The Rev. Tammy Martens, now serves on the Board of Directors for LMPC.

Does your church have policies, protocols or structures for dealing with conflict?

One of the small groups that met during the Problem Solving Phase (above) focused on "caring conflict resolution." Their recommendations emphasized transparency in our communication in general, and church decision-making specifically. They also recommended that all congregational votes require a two-thirds margin to pass. This final recommendation was included in the changes made to the church constitution a few years later.

**Ministerial History (include all previous ministerial staff for the past 30 years)**

Staff member's name	Years of service	UCC Standing (Y/No)
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Julia Burkey	2021 to present	Y
Laura Crow	2019 to 2021	Y
Winton Boyd	1999 to 12/2018	Y
Tammy Martens	2007 to present	Y
Ken Pennings	2008 to present	Y
Debra Dean-Ware	2000 to 2006	Y
Karla Schmidt	1989 to 1999	Y

Doug Pierce	1996 to 1999	Y
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LOCAL CHURCH PROFILE - JUNE 2016

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Tim Kehl	1980 to 1995	Y
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Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership:

We like a collaborative, facilitative leadership style and members are encouraged to participate in leadership roles. Pastoral staff will practice self-care. The Lombard Mennonite Peace Center program was extremely helpful to the congregation and pastors and continues to provide guidance for conflicts.

Has any past leader left under pressure or by involuntary termination?

Yes. See above

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

# WHO IS OUR NEIGHBOR?

COMMUNITY VISION

MISSION INSITE

## COMMUNITY VISION

How do the relationships and activities of your congregation extend outward in service and advocacy?

For example, which service activities has your church participated in this past year? Where has the church participated in global connections of care and justice? What is currently transformational in your church's engagement with neighbors near or far?

The church's involvement in the community was severely limited by the Covid-19 pandemic. In the years preceding the pandemic, we launched Heart Room, a learning experiment bringing together landlords, neighbors, and churches as well as service providers in a family-driven, neighborhood-based approach. The collaborative pilot program has provided six families with real opportunities to achieve long-term housing stability.

The church also became a founding member of the Dane Sanctuary Coalition; formed in partnership with Voces de la Frontera and Centro Hispano of Madison, Dane Sanctuary organized congregations and organizations to provide physical sanctuary to our immigrant friends and neighbors who were at risk for deportation. The church voted to become a sanctuary church in 2017, and hosted a Honduran family as they pursued legal action around their immigration status.

Describe your congregation's participation in meetings, relationships and activities connecting the wider United Church of Christ (association / conference / national setting).

ORUCC has a long history of involvement in wider UCC activities - including conference committees and annual meetings, educational, offerings, camps and retreats, etc. Most clergy have found their own



way to be connected.

Check all of the following “statements of witness” that apply to your UCC faith community. (Find more information on these statements at [ucc.org](http://ucc.org).)

- Accessible to All (A2A)
- Creation Justice
- Economic Justice
- Faithful and Welcoming
- God Is Still Speaking (GISS)
- Immigrant Welcoming
- Inter-cultural/Multi-racial (I’M)
- Just Peace
- Global Mission Church
- Open and Affirming (ONA)
- WISE Congregation for Mental Health
- Other UCC designations:
- Other similar designations in affiliated denominations
- None

Reflect on what the above statement(s) mean(s) to your community. Is your congregation interested in working toward any of the above statements of witness in the near future?

ORUCC has fully embraced the four statements of faith checked above. No other efforts in these areas are planned currently.

Describe your congregation’s participation in ecumenical and interfaith activities (with other denominations and religious groups, local and regional).

ORUCC has been active in Madison-area issues and coalitions, including southwest neighborhood groups, the Dane Sanctuary Coalition, and other social justice causes. Many initiatives have been organized by the Wisconsin Council of Churches, Madison Urban Ministry, Holy Wisdom Monastery, the Dane Sanctuary Coalition and neighborhood church events. In the fall of 2018, a group of 19 members from our congregation joined with some members of another congregation that is primarily African American, for a Civil Rights tour of the south. Issues of race and racism are important in

the Madison community and ORUCC will be moving in ways to help our congregation engage more fully.

We are part of the Wisconsin Council of Churches, including a Four-Way covenant with the Executive Director, the Rev. Kerri Parker. We have a shared ministry agreement with Madison Mennonite Church which uses our space for worship on Sunday evenings as well as for occasional shared worship services. We are a founding member of the Dane Sanctuary Coalition. We are partners with The Crossing Campus Ministry (ecumenical), Madison Area Urban Ministry (interfaith), and Habitat for Humanity (ecumenical).

If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities? Think of the range of activities from time spent gathering, to governance, to time spent going out.

We endeavor to weave our vision statement, Spiritually Alive, Joyfully Inclusive, Committed to Justice, into everything we do inside and outside the congregation. Some members of the congregation spend considerable time in service activities in the community.

Reflect on the scope of work assigned to your pastor(s). How is their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation's expectations on their time?

The expectation is mostly informal and unwritten, but there has been a strong affirmation for the pastoral staff to be part of the community and wider church efforts. The Associate Pastor for Children, Youth and Families connects community work with issues and organizations that have a direct connection to the congregation - things like the Wisconsin UCC camps, Christmas Gift drives for neighborhood children and connections with neighborhood schools. The associate pastor will have wide opportunities to forge new relationships in connection with the community.

### MissionInSite

Comment on your congregation's MissionInsite report with data for your neighborhood(s) or area. What trends and opportunities are shown?

The MissionInSite data shows a large income disparity among racial/ethnic groups within the neighborhood. The congregation may wish to work with

community partners on efforts to reduce these disparities in the future.

The report suggests likely top reasons for non-participation in religious communities include “Religious People too Judgmental” and “Don’t trust organized religion.” This may present an opportunity that could be met by acting on a recognized desire within the congregation to promote progressive Christianity in general, and ORUCC as a particular example of a church that is open to many viewpoints.

The report also suggests a likely significant increase in the retirement age population. This may present opportunities to increase engagement in the community on issues specific to that population, as well as dovetailing with an existing desire in the church for more intergenerational activities.

How do your congregation’s internal demographics compare or contrast to a) the neighborhoods adjacent to your church, and b) other neighborhoods with which your church connects?

Roughly 30% of the neighborhood has a bachelor’s degree as their highest degree, along with about 20% graduate degrees, compared to 60% bachelors and 30% graduate degree in the church membership. Similarly, the congregation has a higher percentage of white collar employment.

The neighborhood is about 2/3 white, with a significantly more racially diverse population than the congregation.

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

Our service ministry is in an evolving effort to dialogue with community partners to envision our role in partnership with our community. There are issues facing our neighborhood that are everywhere in our world today. We see them and have been responding to some of them.

What do you hear when you talk to community leaders and ask them what your church is known for?

A wide variety of community leaders in the both neighborhoods surrounding the church and in the broader city and county, are aware of the work of ORUCC to put our faith into action. For many reasons, ORUCC is admired and appreciated as an organization that puts its faith into action—church people who put our individual and corporate funds, time,

prestige, talents, listening ears, and hands and feet where we believe the gospel calls us. We have received much positive feedback from grassroots neighborhood leaders, neighborhood school leaders, non-governmental and governmental organizations serving our neighborhood, agencies serving homeless and housing-unstable families and individuals, and advocates for people with disabilities. Lately, we have been appreciated for our congregational commitment to be a sanctuary church for immigrants. We are also known and appreciated as an open and affirming congregation for LGBTQ people, and as a church that is hospitable to newcomers and visitors.

What do new people in the church say when asked what got them involved? Members cite the warm, friendly, inviting and supportive community at ORUCC as a reason they continue to attend. They also cite an openness to spiritual and religious questioning as well as the diversity of theological views that thrive within the congregation. This supports the development of meaningful relationships, congregational education about important issues, and the development of programs to promote action on social justice issues. The vibrant children and youth activities, highlighted by the Sunday School program and annual youth mission trip, are also a powerful factor connecting new members to the church.

## REFERENCES

Name up to three people who have agreed to serve as phone and written references. Make sure they are not members of your church but are persons who know your church well enough to be helpful to candidates seeking more information. Request a letter from each reference in answer to the four prompts below. Attach the letters (up to three) as desired.

### REFERENCE 1

Rabbi Bonnie Margulis, Executive Director  
Wisconsin Faith Voices for Justice  
[wifaithvoices4justice@gmail.com](mailto:wifaithvoices4justice@gmail.com)

### REFERENCE 2

Rev. Valerie Showalter, Mennonite Pastor  
The Mennonites share our building space.  
[Pastor@madison-mennonite.org](mailto:Pastor@madison-mennonite.org)

### REFERENCE 3

Glenn Svetnicka, Executive Director  
United Church Camps, Inc  
[glenn@ucci.org](mailto:glenn@ucci.org)

### PROMPTS FOR REFERENCES

Describe some areas of strength in this church's ministry.  
Describe some areas for improvement in this church's ministry. Describe a significant experience you have had of this church's ministry.  
Anything else you wish to share.

### STATEMENT OF CONSENT

### CONFERENCE/ASSOCIATION VALIDATION

## CLOSING PRAYER

Include here any prayer or dream for the minister you imagine journeying toward you... a poem, for example, or a Scripture passage or a piece of music that is meaningful to your Search Committee:

We want you to know that we don't expect any candidate to come "fully formed." All of us—both pastors and congregants—are on a journey together. We trust one another, nurture one another, pray and play together, grow in wisdom and wonderment together. We promise that we will offer an extravagant welcome to our new associate pastor. We will do all we can to support that person, just as they will support us. Our prayer is one of trust: that there is someone who will feel called to take this holy journey with us, who will wholeheartedly offer their best to us as we will offer our best to them, and who will honor the God-ness in us as we will honor the God-ness in them. May it be so.

## STATEMENT OF CONSENT

The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this profile that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates.

As the committee charged with the responsibility for identifying and recommending suitable new minister for our church, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and opinions about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile?

This Local Church Profile was based on the profile written for our search for a new Senior Pastor in 2018. It was revised and updated by all members of the search committee.

2. Additional comments for interpreting the profile:

The profile is straightforward and comprehensive and represents significant input from the congregation.

Signed:

Nancy Wettersten, Chair of Search Committee, February 28, 2022.

VALIDATION BY CONFERENCE/ASSOCIATION

The congregation is currently in good standing with the association / conference named.

Staff Comment:

To the best of my knowledge, ministerial history information is complete.

Staff Comment:

To the best of my knowledge, available church financial information is presented thoroughly.

Staff Comment:

My signature below attests to the above three items.

Signature:



Name / Title: Rev. Ted Drewsen/Bridge Associate Conference Minister

Email: tdrewsen@wcucc.org

Phone: 920-251-9640

Date: March 2, 2022

This document is created through support to Our Church's Wider Mission (OCWM) and is only possible through the covenantal relationships of all settings of the United Church of Christ.

“Jesus answered them, ‘Have faith in God!’” – Mark 11:22





February 24, 2022

To Whom it May Concern,

I am Rabbi Bonnie Margulis, Executive Director of Wisconsin Faith Voices for Justice. Orchard Ridge is a member congregation of WFVJ, and also a founding member and host site for our Dane Sanctuary Coalition.

The people of Orchard Ridge are warm and welcoming and deeply committed to justice. In 2019, the Dane Sanctuary Coalition was presented with an emergency need for an asylum-seeking family of five who came to Madison without sponsor or shelter. Orchard Ridge stepped up immediately and offered to host the family. The family ended up staying at the church for nearly four months, during which time ORUCC bore the majority of the load in recruiting volunteers, setting up living space, connecting the family to services, and keeping in communication with the rest of the Coalition. The Coalition as a whole stepped up to support ORUCC and the family, but as the host congregation, ORUCC took the lead.

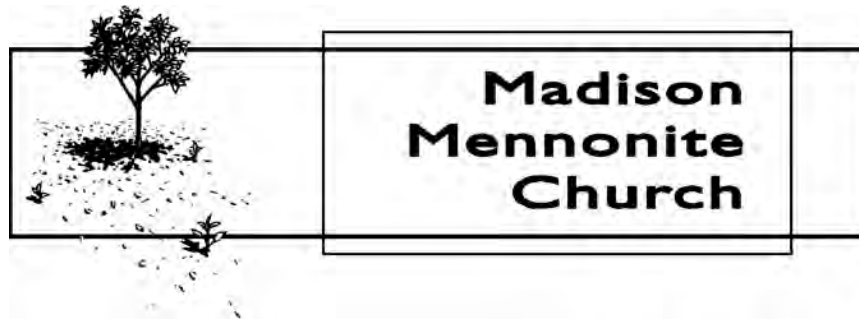
Prior to hosting the family, and subsequently, ORUCC is actively engaged in immigrant rights. They hold regular educational programs, run clothing drives and arrange delivery of clothing to immigrant families at the border, and engage in advocacy for immigrant justice.

Housing is also an issue near and dear to the hearts of the people at ORUCC. The Heart Room project is an amazing model for how to provide stable housing for low-income families in a way that is respectful, inclusive, and honors the dignity of the families involved. The dedication in terms of human resources, funding, and commitment to the long haul is impressive and inspiring.

I am happy to speak to anyone who is looking to join the team at Orchard Ridge. Feel free to contact me at the email or phone number below.

A handwritten signature in black ink that reads "Rabbi Bonnie Margulis". The signature is written in a cursive, flowing style.

Rabbi Bonnie Margulis  
Executive Director  
Wisconsin Faith Voices for Justice  
608-513-7121  
[Wifaithvoices4justice@gmail.com](mailto:Wifaithvoices4justice@gmail.com)



February 23, 2022

To Whom It May Concern:

Orchard Ridge UCC and Madison Mennonite Church have enjoyed a long and healthy partnership with one another, dating to the early 1990s. Over the years, we have collaborated in planning worship services, offering outreach to the community, and MMC youth have been welcome to join ORUCC youth summer trips. From my perspective as pastor of MMC, I have appreciated ORUCC's generosity and vision in sharing their space and fostering a welcoming, inclusive building environment.

Though these last years in the pandemic have been challenging, I have watched with amazement the creativity of the congregation in connecting with one another and their commitment to continue serving the broader community. Pastors Julia, Tammy, and Ken have kept an encouraging atmosphere in the congregation, while also inviting members to grow in compassion and awareness of justice concerns, including (though likely not limited to) racial justice and affirmation of a rainbow of human sexualities. It has been a delight to collaborate with ORUCC on such events as a Transgender Day of Remembrance vigil, a vigil for immigration justice, Christmas Eve and Ash Wednesday services, and more.

Each community has its areas of spiritual growth to reflect on. While I do not know what these areas may be for ORUCC, I do see competent and wise leaders in the congregation, both ministry staff and lay leaders. Because of this, as churches enter a post-pandemic season of rebuilding, my hunch is that, like other communities, ORUCC will continue listening for the Spirit's invitation to them and discern together where they are being called.

In sum, I offer a warm, fully-supportive recommendation of Orchard Ridge UCC. If further conversation would be desired, I welcome talking further via email or phone.

Peace,

A handwritten signature in black ink, appearing to read "Valerie L. Showalter".

Rev. Valerie L. Showalter

[pastor@madison-mennonite.org](mailto:pastor@madison-mennonite.org)

## **To Whom it May Concern –**

Thank you for the opportunity to provide you with a reference for your church. My prayers continue to you, your Search Committee, and the candidate that God sends to you!

### **Some areas of strength in this church's ministry:**

The Orchard Ridge and greater Madison community have an abundance of riches ... physically, demographically, and spiritually. The worship community is in a metropolitan area, near some of the best urban and rural settings that Wisconsin has to offer. The people in this area are worldly and educated with "salt of the earth" ideology and work ethos. The church itself has consistently capitalized on these blessings to gather a community of forward thinking, hard-working, God loving Christians that want to do what is right. The combination of WI State Capital, Big Ten University, and home of the Wisconsin Conference of the United Church of Christ makes for a multi-cultural and diverse population in a State that needs both culture and diversity!

The lineage of leaders and pastors at Orchard Ridge has been strong and they have developed leaders and clergy in many parts of our Conference. They enthusiastically support Our Churches Wider Mission (OCWM), are an Open and Affirming Church (ONA), and volunteer extensively in the greater church and community. Orchard Ridge specifically is the church home of several retired clergy and judicatory leaders as they know where great ministry is happening!

The biggest strength of Orchard Ridge from my very biased perspective is that they get Outdoor Ministry and support it extensively. They give generous financial support, they have a robust all church retreat, they send children of all ages to our programs, and they plug in to the life of the Conference with our Sites.

### **Some areas for improvement in this church's ministry:**

Because of the long and successful tenure of the previous Senior Pastor and Associate Pastor, Orchard Ridge gets to reinvent themselves. Tough to do in typical times ... post pandemic should prove even more difficult. While other churches have experienced the pandemic and are emerging just fine, Orchard Ridge will need to do so with evolving leadership. Complicating this reboot will be how we all define "Faith Formation." This is no longer Sunday School and Confirmation Classes. All of this will need to be discussed and discerned during the search process and beyond.

### **A significant experience I have had of this church's ministry:**

The Outdoor Ministry of the Wisconsin Conference of the United Church of Christ (WCUCC) is brought alive at Moon Beach, Daycholah Center, and Cedar Valley. These three Retreat Centers make up United Church Camps, Inc. (UCCI) which also owns and operates Camp AweSum a Retreat experience for children and families living with Autism Spectrum Conditions (ASC). The Orchard Ridge Church was an early supporter of Camp AweSum and has supplied AMAZING volunteers to the cause. They have supported our Camp AweSum guests with their time, talent, and tithes and we are VERY appreciative and hope this relationship can continue.

In these uncertain and unprecedented times, we offer prayers of support, encouragement, and love as you search for your next spiritual guide.

Respectfully Submitted,



**Glenn Svetnicka**  
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