

## **Church Profile**

Church Name: Grace United Church

Church Address: 1631 Janesville Ave, Fort Atkinson, WI 53538

Church Contact Person & Contact Information: Marilyn Raymond Hinrichs

Position Available: Interim Pastor , Full-time , Part-time

Date Position Is Available: Open now. Fill by mutual agreement

### **Church Information**

Current Membership: 63

Membership 5 years ago: 67

Average weekly worship attendance: 32

List regular/periodic faith formation opportunities at your church:

### **Regular and periodic faith formation:**

(during Covid) anti-racism Zoom study using “Dialogues” video series + other articles, videos, and discussion; “21-Day Challenge” racism study (self-guided on Facebook); outdoor and Zoom gatherings for fellowship and prayer

(Pre-Covid): periodic Sunday Faith Forums with guest speakers; centering prayer group (every other week); “World’s Shortest Bible Study” (monthly lectionary-based), which replaced an earlier weekly lectionary study.

Special studies: creation care book study Soil and Sacrament + guest speakers on water stewardship, and other readings; forgiveness book and video study; Lisa Sharon Harper The Very Good Gospel reading + discussion; anti-homophobia discussion + study using the book Unclobber; hunger and poverty study and activities using resources from “Bread for Hunger” + other videos “A Place at the Table,” “Foodstamped”; Nadia Bolz-Weber book study Pastrix; Philip Gulley book study; Advent and Lenten studies using video and materials based on the art of John August Swanson

Current year annual budget: \_\_\_\_\_ \$74,156.00 \_\_\_\_\_

Current year mission giving (OCWM, offerings, special projects, etc.):

We are a Union Church and our giving is split between the UCC and the Presbyterian denominations.

Giving current year 2021: budgeted items \$192.00 budget for SW Association. UCC, \$750.00 OCWM UCC and Presbyterian Per Capita \$1,240.00.

We gave non-budget gifts to School Supplies locally of \$550.00  
The Matthew 25 project through the Presbytery of \$3,864.00 which was the amount we raised and used for Homeless Coalition of Fort Atkinson and RIP medical debt

The previous year of 2020 we had non-budget giving for the year of:  
Homeless coalition of Fort Atkinson \$200.00, School Supplies \$600.00, Rock River Free Clinic \$105.01, Humane Society of Jefferson County \$105.01 and Fort Atkinson Food Pantry \$185.02. Pastors Discretionary Fund \$8,265.00 (used for local needs on a per case discretion.) Special Mission donation of \$6,150.00, and the Luminary project \$1,076.00.

These do not show in our normal budget itemization and certainly tell a lot more about us than the budget information alone.

### **Description of Church Life** (attach extra pages)

Describe the mission/purpose of your church (1 paragraph).

Describe program and outreach ministries of your church (1 paragraph).

Write a one paragraph summary of your church's history.

Write a one paragraph summary of your church leadership and organization.

Write a one paragraph summary of your church's involvements with the United Church of Christ (Association, Conference, Camps, area churches) and Presbytery of Milwaukee (Presbytery Gatherings, service on commissions or work groups, denominational connections).

**Expectations of Your New Pastor** (check all that apply)

X Worship leadership and preaching, service preparation

Church administration, newsletter and other communications, staff supervision

X Leadership of church governing body and committees

X Pastoral Care, visitation of hospitalized, homebound, members in care facilities

X Conduct special services – weddings, funerals, liturgical year services

Teaching – Bible studies, adult ed., confirmation, other

Maintain collegial and denominational relationships

Mission and service involvements

In addition to those listed above, what other expectations will your church have for a new pastor? \_\_\_\_\_ Church transition issues (grief and anxiety)  X

**What are your church's goals for the next 1-3 years?**

Finding a pastor is number one. In addition, unlike many congregations we have a history of maintaining a steady membership and attendance and supporting a variety of ministries. We intend to continue on this same path during the transition.

**Compensation You Are Offering** (If this is a part-time position is it: %50  X

Please consult the WI Conference Compensation Guidelines and the Milwaukee Presbytery Minimum Terms of Call for important information

1. Salary: \$26,895. for calendar year 2021
2. Is a parsonage available:  No
3. Benefits: denominational pension contribution \_\_\_\_\_  
Health and Dental Insurance \_\_\_\_\_  
Life and Disability Insurance \$340.  
Social Security Allowance \$1,404.  
Vacation  4 weeks  
Continuing Education time \_\_\_\_\_, funds \_\_\_\_\_ \$2,000.  
Books and Resources \$500.  
Mileage \$400. budgeted at federal rate of \$.555/mile

Professional Expenses/Other\_\_\_

### **Pastoral Search Information**

Is there a search committee organized? Yes X, No \_\_\_

If yes, who is the contact person and what is their contact information:

Harriett Rowland,

680-739-2402

Email: [jt.hb.rowland@gmail.com](mailto:jt.hb.rowland@gmail.com)

Person(s) preparing this request:

Governing Board and Marilyn Raymond Hinrichs, Office Administrator

Date prepared: \_\_\_ September 21, 2021

Conference staff assisting with this search: contact the WI Conference Office, [mail@wcucc.org](mailto:mail@wcucc.org), 1-608-846-7880

Presbytery staff assisting with this search: Rachel Yates, Presbytery Executive, [ryates@pbymilwaukee.org](mailto:ryates@pbymilwaukee.org), 1-414-292-2743

## **Description of Church Life**

### **Mission/Purpose of Our Church**

The mission of Grace United Church is to serve God; to provide spiritual growth for all members; and to be an open, accepting and caring congregation. A sense of community permeates church activities and programs as we reach out to one another. We recognize the importance of growing as a congregation while providing a larger presence in the community. We are welcoming and invite new people to participate in church activities. Our mission in the community focuses on serving and making others feel important as we fulfill our motto of putting arms and legs on God's Love. We incorporate the Five Practices of a Fruitful Congregation: Radical Hospitality, Passionate Worship, Intentional Faith Development, Risk Taking Mission and Service, and Extravagant Generosity to fulfill the mission of Grace United church.

## **Describe program and outreach ministries of your church.**

Our programs and outreach strive to serve the community, internally and externally, by following an expanded mandate of Matthew 25. **We feed the hungry:** in body through Meal Train for members of the congregation, Meals on Wheels, Food Pantry, collecting crock pots for the Food Pantry, Heifer Project, Denominational Disaster Relief, and pastor's discretionary fund and in soul through centering prayer, adult forums, and camp scholarships. **We clothe the naked:** Loads of Love (provide money and detergent at laundromat), Denominational Disaster Relief, and pastor's discretionary fund. **We house the homeless:** moved parishioners, Family Promise, Fort Atkinson Homeless Coalition, and pastor's discretionary fund. **We visit the sick and imprisoned:** Love for Lori, RIP Medical Debt. **We welcome the stranger:** LGBTQ+ and racism studies, outside rainbow banner, and share worship space with the congregation of La Hermosa. **We care for the environment:** in our butterfly garden. **And all that we do, we do with joy.**

## **A Brief History of Grace United Church**

Grace United is the story of two churches, Friedens UCC and Shalom Presbyterian, who were both struggling about twelve years ago. Meetings initiated by the two pastors to explore a shared future led to the formation of Grace United on Easter Sunday, 2010. The beginnings were difficult with the same financial problems the two churches had faced continuing to be present and dominating our processes. In 2012 Grace organized a fund raiser for a member with long term health problems. The fund raiser grew to include the whole community. Compared to medical debt, the amount raised was modest but it awakened the Grace congregation to get involved in new ministries outside our walls. We began to look outward for the next thing to get involved in. Around this time someone coined the phrase, "Putting Arms and Legs on God's Love," which has become a guiding principle for us. Since then we have deepened our commitment in the wider community. We have used the Five Practices of Fruitful Congregations to help discern the way forward to expand our faithfulness to God's call. At this time we are continuing with the ministries we have been involved with and we are prepared to take on the next thing, even as we undertake a pastoral search.

## **Church leadership and organization:**

The Governing Board provides the foundational leadership for the congregation, from which Ad Hoc groups are formed for special projects and needs. Ad hoc committees may be comprised of Board members and members-at-large (such as for stewardship, building and grounds needs, personnel, etc). The Governing Board also serves as the Nominating Committee. Governing Board members serve three-year terms.

The Governing Board is comprised of no less than 5 members, up to 9 members. The Pastor sets the agenda and moderates the Governing Board meetings, which typically are held the second Sunday of the month after worship. Meetings usually last about 1-1/2 hours. The pastor has no vote on the Governing Board. When the Pastor cannot lead the meeting, the congregation's President or Vice-President (in the absence of the President) leads the meeting.

**But it must be noted, despite the “formal” description for the Board, we are also a group of caring and committed church members, who have fun together! We get serious work done, but we do it with a lot of joy and gratitude, for the ministry we share! Our faith grows, and we grow in faithfulness, because of our involvement on the Board.**

The church officers are: the President, who is the chief executive officer of the church and sets the agenda and runs the Governing Board meetings in the absence of the pastor, and sets the agenda and runs all congregational meetings. The Presidency is a one-year term; and the Vice-President, who temporarily assumes the role of President in the absence of the President; and the Recording Clerk, who maintains church records and transcribes minutes of the proceedings of the Governing Board and congregation; and the Financial Secretary, who receives and records contributions and income for the church, and provides reports of donations; and the Treasurer, who provides oversight for the financial business of the church, working in cooperation with the Office Administrator. Both the Treasurer and Office Administrator may write checks.

The Office Administrator, while not an elected representative or officer, maintains the financial records and pays the church bills, provides a financial report to the Governing Board each month, and is ex-officio. The Office Manager also maintains communications and administrative needs for the church, in photocopying bulletins and monthly newsletters, answering phones, responding to emails, taking care of mailings, corresponding with the denominations, addressing insurance needs, calling repair personnel,

ordering supplies, etc.

### **Church's Involvement with UCC and PCUSA:**

Church members attend Presbytery gatherings with the pastor, allowing for their schedules, gatherings' distance and availability of drivers. Day gatherings attended by the pastor and members have included the February Saturday day-long sessions, and presentations on systems theory and congregational conflict (from LMPC). Evening gatherings attended have included programs on jazz worship and climate change, and presentations from Claudio Carvalhaes, Walter Brueggeman and Nadia Bolz-Weber. In the past, Shalom Presbyterian members served on Presbytery committees.

The Pastor attends and has presented at the WI Conference UCC and SW Association meetings on conflict transformation and the Five Practices of Fruitful Congregations. Grace members also have served as delegates to or attended WI Conference UCC Annual meetings, SW Association meetings and General Synod. Current members have served on the Division of Church and Ministry, and other Association committees.

Grace Church provides full scholarships (after Presbytery scholarships are accounted for) to students to attend either PCUSA or UCC church camps, or other church camps. Camp Stronghold (PCUSA) has been a favorite among our students. In 2019, one of our students went with the Mequon Crossroads PCUSA youth to Wyoming to work at the Native American reservation, and registered to go again in 2020, but the trip was canceled due to Covid.