

# UNITED CHURCH OF CHRIST

## LOCAL CHURCH PROFILE

Peace United Church of Christ  
Shawano, WI

Settled Pastor

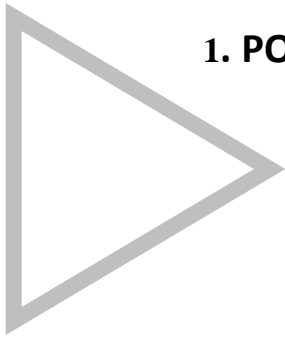
Wisconsin Conference, Northeast Association

September 9, 2019

### LOCAL CHURCH PROFILE CONTENTS

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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)*



## 1. POSITION POSTING

- a. LISTING INFORMATION
- b. SCOPE OF WORK
- c. COMPENSATION & SUPPORT
- d. WHO IS GOD CALLING TO MINISTER WITH US?

### 1a. LISTING INFORMATION

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Church name: Peace United Church of Christ

Street address: 208 E. Maurer St. Shawano, WI 54166

Supplemental web links: [www.shawanopeaceucc.org](http://www.shawanopeaceucc.org)

Facebook: Peace United Church of Christ Facebook Page

Additional ecumenical affiliations (*e.g. denominations, communions, fellowships*):

Conference: Wisconsin Conference

Association: Northeast Association

UCC Conference or Association Staff Contact Person (Name, Title, Phone, Email):

Franz Rigert, Conference Minister

(414) 704-2625

[Frigert@wcucc.org](mailto:Frigert@wcucc.org)

#### **Shawano Community Description:**

Shawano is a lakeside resort community. As the county seat it is a bustling, thriving community including many service organizations and non-profits.

Home to a new Trauma 4 Hospital, Shawano also boasts an ever-growing list of year-round family and recreational activities.

#### **Summary Ministry Description:**

We are looking for a vibrant, energetic, caring individual to help our church as we move forward with an increased mission to engage with our community and increase our youth involvement, as well as explore becoming an open and affirming church.

We want to be a diverse, energetic, engaged congregation that extends beyond the walls of the building, to reach all demographics of the church with unique and open opportunities to represent all age groups, talents and needs.

Photographs:





What we value about living in our area (2 – 3 sentences):

Living in the Shawano community provides its residents with a small-town family feeling within a supportive community, all while being conveniently located close to the urban areas of Green Bay and the Fox Valley.

**Current size of membership:**

229 members

**Languages used in ministry (other than English):** None

**Position Title:** Minister of the People

**Position Duration:**

Settled – a called position intended for longer-term ministry in which the minister moves church membership to the congregation and moves standing to related association

**Compensation Level:**

Full Time

Does the total support package meet conference compensation guidelines?

Yes

**1b. SCOPE OF WORK**

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**Core Competencies:**

We are seeking a diverse, visionary leader who is able to use their communication skills and past experience in building youth and intergenerational engagement. We feel our church would fit best with a caring, sensitive and sociable pastor.

**1c. COMPENSATION AND SUPPORT**

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*Compensation range between 75K-78K - This includes salary/housing and all benefits.*

**What is the expected living situation for your next minister?**

Housing allowance included in the package.

**Comment on the residential/commuting expectations for your next minister:**

We would prefer that our minister live within the city limits of Shawano. However, the candidate must live within 20-25 miles from the church.

State any incentives:

- Mileage reimbursement
- Professional meeting fees including lodging and meals
- Continuing education provided annually- \$1,900 annually (unused annual amount will be available to be put towards a sabbatical)
- Sabbatical every 7 years
- Paid vacation

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

There is a local, small, loosely structured group that gathers once a month. Also, Peace UCC has a Pastor's Support Committee selected by either the pastor or approved by the council president. As the Wisconsin Conference encourages all clergy to participate in a monthly Community of Practice, our congregation supports the cost of participating.

**If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment:** N/A

**1d. WHO IS GOD CALLING TO MINISTER WITH US?**

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**Describe the ministry goals you envision your next minister co-collaborating with the congregation to achieve:**

- Create a more vital worship with fresh ideas
- Increased mission engagement with our community
- Increased openness including exploration into becoming an Open and Affirming congregation

- Build and maintain membership relationships to aid in retention of members

**Describe how your vision of the minister you are now seeking will assist the congregation in making an impact beyond its walls:**

We would like to see our new settled pastor working with community members to establish a collaborative benefit between Peace UCC and the residents of Shawano.

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

Peace UCC would like to be known in the Shawano community as a welcoming church, where all are welcome to worship without judgement.

While we do not have any language requirements, second and beyond language is a plus. We feel cultural acceptance of anyone who walks through the doors critical. Though we are a primarily white congregation, we are accepting of all different races/ethnicities. Our goal is to be a place where all feel comfortable and welcome.

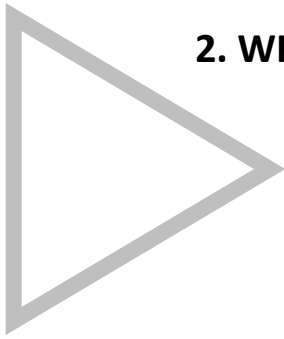
**Based on what you have learned about who your church is, who your church's neighbor is, and who God is calling the church to become, describe four areas of excellence from *The Marks of Faithful & Effective Authorized Ministry* that your next minister will display to further equip the congregation's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

Engaging Sacred Stories and Traditions - making worship, church related gatherings and activities, sacraments engaging and understandable for all ages; identifying music and sing-alongs that are motivational to all.

Caring for all Creation - including self-care and exemplifying that for our congregation, in a world where self-care can be seen as weakness.

Working Together for Justice and Mercy - coming together as one, despite differences; working on becoming ONA and having the entire congregation on board.

Strengthening Inter-and Intra- Personal Assets - working on ourselves and our relationships with others through God as our example and leader, as well as demonstrating excellent communication and listening skills.



## **2. 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 is God calling you to become as a congregation?**

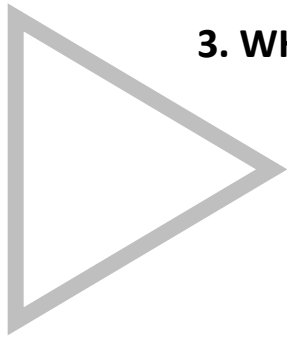
We feel we are called to be a safe and inviting community for all without judgement, actively seeking other members for our community. Led with strong support and assurance by our minister and council, we want to move forward as a unified, assured group of diverse people joined together by faith and common purpose.

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

Giving back and volunteering outside our walls is an important component to our faith. Within the past year, Peace UCC has initiated ways of reaching out to the community more by participating in community dinners at Shawano’s local homeless shelter Sam 25, local Santa Parade and taking a group caroling to local nursing homes. The consistent number of homeless along with those living in poverty has always been prevalent and we try to help tackle this issue by consistently working to improve the situations of those in need.

Additionally, last year Peace UCC participated in the Readiness360 survey. While this was new to us and expectations were varied amongst council members and clergy, ultimately the response was tremendous with a survey return of 24%. We held follow up feedback sessions that were well attended and gave us a solid direction for the future.





### 3. WHO ARE WE NOW?

“You shall love your neighbor as yourself.” (Matthew 22:39 NRSV)

- a. CONGREGATIONAL REFLECTIONS
- b. 11-YEAR REPORT
- c. CONGREGATIONAL DEMOGRAPHICS
- d. PARTICIPATION AND STAFFING
- e. CHURCH FINANCES
- f. HISTORICAL INFORMATION

#### 3a. CONGREGATIONAL REFLECTIONS

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##### **Describe your congregation's life of faith:**

As a Congregation our purpose is to worship God, to preach the gospel of Jesus Christ, to provide education and support for each person's growth as a Christian. We celebrate the Sacraments of Baptism and Holy Communion, share Christian fellowship and unity within this Church and the Church universal, and strive to serve humankind in loving response to God with righteousness, justice and peace for all.

In worship, God is most often described as a loving God. A God whose words can sometimes be stern and demanding, but in love and with the goal of helping us, His children, be the best we can be. The Holy Spirit in our midst is us! We are God's spirit on earth. When we listen to and share His word and love with others, we are in truth the Holy Spirit.

Our Membership Covenant states:

- Seek and respond to the Word and Will of God
- Walk together in the ways of the Lord made known and to be made known to us as witnesses to the gospel of Jesus Christ in all the world
- Depend, as did our fathers and mothers, on the coming kingdom of God and look with faith toward the triumph of righteousness and eternal life
- Abide by this Church's policies and bylaws

Each Member is expected to:

- Attend and participate regularly in worship services and celebrations of Holy Communion.
- Grow in Faith and discipleship
- Live a Christian life.
- Participate actively in baptism, Christian education and confirmation of his or her children.

- Share in the ministry and mission of this Church.
- Contribute his or her time, abilities and money to support this church and its benevolences.
- Seek diligently the spiritual welfare of the member and the community.

**Describe several strengths or positive qualities of your congregation:**

Perseverance and faith! Despite any crisis or challenge over the years this congregation has relied on each other, their faith in God, and hard work to overcome and remain together coming out an even more united community. We are open and welcoming without judgement supporting each member. Our congregation steps up to serve not only within the walls of our church but also beyond them within our community.

**Describe what worship is like when your congregation gathers:**

Worship at Peace UCC typically takes place in our Sanctuary on Sunday mornings, and in our Great Room on Thursday afternoons for a more informal setting. Music is an important component and is celebrated through hymns and anthems through the use of piano, organ, guitar and drums. On most Sundays during the school year, you will also find our Adult Celebration Choir participating in the sharing of music as well. Passing of the Peace is an important part of worship at Peace UCC! This is a great time (lasting 5-10 minutes) of greeting, laughing and loving members new and old! This is also a great opportunity to include visitors and is not just wishing each other peace but a time to connect and usually involves lots of hugs!

Baptism is a celebration at Peace UCC! It includes parents, children, sponsors and vows in the front of our sanctuary with the baptismal font as our pastor anoints the head with water.

We would describe “good preaching” as being led/guided, challenged and taught through sharing God’s word in a positive manner. While this may include storytelling, jokes and congregation participation, leaving with a purpose for the week is key.

**Describe the educational program/faith formation vision of your church:**

In our Sunday School program, our teachers and aids use the Spark and Reform curriculums which have gotten good feedback from the families and congregation. As our young people go through confirmation they help with liturgy as well as Sunday School and in the audiovisual booth during Sunday service. As part of their confirmation program the confirmands serve outside the church participating in community service projects.

Adult studies have included a book study of the Advent Book, While We Wait-Living the Questions of Advent by Mary Lou Redding (Upper Room book). They have also explored Acts

1-6 from Listen Up! Bible Study of the Book of Acts! prepared by the UCC Still Speaking Writers Group. The group has also done several classes using the Lectionary for the week. Those who attend really enjoy the closeness of the group and look forward to the classes. Everyone is always welcome and no one feels intimidated as there is a wide range of biblical knowledge and there is a very open sharing of thoughts and feelings leading to a great learning experience.

**Describe how your congregation is organized for ministry and mission:**

Our Church is organized through various committees run by volunteers. Some of the committees/organized activities in our church include:

Activities include: Urban Immersion, Moon Beach, Special Offerings, Donation Drives, AA, Art Classes, Community Dinners, Church Dinners, Support of Local Food Pantry, Cookie Walk  
Committees include: Missions, Christian Education, Finance, Facilities, Nominating, Personnel, Alter, Audit Membership Services, Pastoral Support, Memorial, Worship and Stewardship.

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

Our 6-member elected church council meets once a month for approximately 2-3 hours. Other committees meet as needed throughout the year and report to the council.

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

In the spring of 2019 during our community chili dinner we experienced sudden flooding in the church parking lot due to a fast snow melt and rain. Church members jumped into action, working together to close off the unsafe/flooded parts of the parking lot and helping to find parking for those coming to the dinner. At the same time church members dealt with flooding in their homes and members of our congregation came to aid without hesitation.

**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. Our Annual Report will be made available upon request.

### **3b. 11-YEAR REPORT**

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### 3c. CONGREGATIONAL DEMOGRAPHICS

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Describe those who participate in your church.

Member #s		<i>Is this number an estimate? (check if yes)</i>
Active:	<b>130</b>	
Active homebound	<b>21</b>	
Active non-members / Friends of church	<b>29</b>	
Inactive	<b>40</b>	
Baptized/Not confirmed	<b>22</b>	
Total of church participants (sum of the numbers above):	<b>229</b>	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	44%	X
Less than 10, more than 5 years:	46%	X
Less than 5 years:	10%	X

Number of total participants by age:

0-19	20-39	40-59	60-74	75-84	85-90+	<b><u>Unknown</u></b>			<i>Are these numbers an estimate? (check if yes)</i>
<b>51</b>	<b>29</b>	<b>44</b>	<b>50</b>	<b>32</b>	<b>15</b>	<b>8</b>			

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	12%	
Households with minors:	15%	
Single adults age 35-65:	23%	
Joint households with no minors:	32%	
Single adults over 65:	16%	

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	44.3%	X
College:	10.6%	X
Graduate School:	4.7%	X
Specialty Training:	10.7%	X
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	Similar to state averages	X
Adults who are retired:	Similar to state averages	X
Adults who are not fully employed:	Similar to state averages	X

**Describe the range of occupations of working adults in the congregation:**

Our community is fairly evenly split between white collar and blue-collar workers leaning slightly toward blue collar workers. However, compared to state averages Shawano has approximately 10% more blue collar workers and 10% less white-collar workers than the state. We lean more toward manual labor than the state as a whole.

**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?**

Our congregation is primarily Caucasian, however the surrounding Shawano area demographics are as follows:

85% White

12% Native American

3% Hispanic/Latino

African American and Asian American representations are in the <1%

**Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one on the near future (perhaps using, for example, the Welcoming Diversity Inventory)? Please note the date. Comment after the exercise:**

A small team of church members met May 14, 2019 with a conference representative to learn about becoming an open and affirming church body. We are also including but not limited to having reached out to the Native American community through a cultural tour of nearby Menominee County Reservation.

### **3d. PARTICIPATION AND STAFFING**

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

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? <i>(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</i>
Adult Groups or Classes	5 groups varying in attendance	Upper Room Prayer Group (led by Bonnie Surprise), Adult Fellowship (led by Carol and Scott Fuqua), Pieces by Peace Quilting group, Soup & Substance (co-led by UCC and Presbyterian pastors), Adult Sunday School (led by rotating members of the congregation)
Baptisms <i>(number last year)</i>	4	Pastor, Worship Committee,

		Music Director, Organist/Accompanist, Secretary
Children's Groups or Classes	3 Sunday School Classes	Christian Education: 1 adult chapel leader, 6 teachers, 1 superintendent, 25 students
Christmas Eve and Easter Worship	3:30 - Christmas Eve Candle Light and Communion Service 6:30 am - Sunrise Easter and 9:00 am Easter Celebration Services	Easter Brunch Potluck by congregation Pastor, Worship Committee, Music Director, Organist/Accompanist, Secretary Celebration Choir
Church-wide Meals	2 chili dinners 1 Easter Brunch 1 Church Picnic 1 Stewardship Sunday Breakfast Fellowship each week	Church volunteers and committees
Choirs and Music Groups	1 adult choir - 13	Director and Accompanist



	members	
Church-based Bible Study	6-8 members	Rotating volunteers
Communion ( <i>served how often?</i> )	1st Sunday of every month	Pastor, Worship Committee, Music Director, Organist/Accompanist, Secretary
Community Meals	Sam 25, Community Dinner at Presbyterian Church, Soup & Substance	Church volunteers
Confirmation ( <i>number confirmed last year</i> )	6	Pastor, Christian Education, Sunday School, Volunteer mentors
Drama or Dance Program	None	
Funerals ( <i>number last year</i> )	4	Pastor, church volunteers, Music Director, Organist/Accompanist, Secretary
Intergenerational Groups	Worship, Messy Church, and Moon Beach	Pastor, Worship Committee, Music Director, Organist/Accompanist, Secretary
Outdoor Worship	Annual Picnic	Pastor, Worship Committee,

		Music Director, Organist/Accompanist, Secretary
Prayer or Meditation Groups	6 members	Led by church volunteer
Public Advocacy Work	None	
Retreats	15-20	Moon Beach Camp Annual Retreat
Theology or Bible Programs in the Community	Soup and Substance during Lent	Co-led by UCC and Presbyterian Pastors
Weddings ( <i>number last year</i> )	1	Pastor, Accompanist, Sexton
Worship (time slot: 3:30 pm)	12	Pastor, Worship Committee, Music Director, Organist/Accompanist, Secretary
Worship (time slot: 9:00 am)	50	Pastor, Worship Committee, Music Director, Organist/Accompanist, Secretary, choir
Young Adult Groups or Classes	None	
Youth Groups or Classes	8	Informal Youth Gatherings
Other		

Additional comments:

Peace UCC also hosts a Blue Christmas service during Advent, a Healing Service (laying on of hands) during Lent, a Sounds of the Season Choral Concert, and AV Technology.

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- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Skip Robertson	No	Methodist	Pastor	Yes
Candice Ascher	No	Methodist	Pastor	

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:

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 Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Interim Pastor	Yes	Full Time	Church Council	Interim
Church Sexton		Part Time		Annually
Church Office Manager		Part Time		Annually
Custodian		Part Time	Facilities Director	Annually
Bookkeeper		Part Time		Annually
Music Coordinator		Part Time		Annually
Musician		Contracted per service/event		Annually
Finance Secretary		Volunteer		Annually

## REFLECTION

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

We are an aging and traditional congregation with great potential for growth. We have a strong core of younger parishioners who are ready for a caring, dynamic leader.

## 3e. CHURCH FINANCES

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Current annual income (dollars used during most recent fiscal year)

Source	Amount
Annual Offerings and Pledged Giving	\$165,000.00
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	\$0
Endowment Draw ( <i>beyond what is permitted by spending policy, “drawing down the principal”</i> )[No Endowment]	\$0
Fundraising Events	\$7800
Gifts Designated for a Specific Purpose/Missions	\$10100
Grants [Tech]	\$0
Rentals of Church Building	\$ 0
Rentals of Church Parsonage	\$ [0]
Support from Related Organizations ( <i>e.g. Women’s Group</i> )	\$[0]
Transfers from Special Accounts /Investment Reserves	>\$5000
Other (specify):	\$0
Other (specify):	\$0
TOTAL	\$182,900

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

\$189,000

**Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage?** 43%

**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*)

X  Our Church’s Wider Mission (OCWM – Basic Support)

X  One Great Hour of Sharing

- X Strengthen the Church  
X Neighbors in Need  
X Christmas Fund

**In what way is OCWM (Basic Support) gathered?**

Special Designation on the weekly envelopes as well as on Sunday Fundraiser.

**What is the church's current indebtedness?**

Total amount of loan debt: \$12, 600

Reason for debt: Roof

Are capital and other payments current? Yes

**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:** [N/A]

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

Year(s)	Purpose	Goal	Result	Impact
2013	Roof	\$68,000	\$45,000	We borrowed the remainder of the money from our reserve
		\$	\$	

If a capital campaign is underway or anticipated, describe: N/A

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

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

Does your church have an endowment? [NO]

What is the market value of the assets? \$374,659.00

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

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

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

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

Please comment on the above calculations or estimates: N/A

#### Other Assets

Reserves (savings): \$ 8,200

Investments (other than endowment): \$366,000

Does your church have a parsonage? [NO]

Describe all buildings owned by the church: The Church property

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

Which spaces are accessible to wheelchairs? All areas except pulpit area

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

When we are needed we step up! As an example, when the new roof was needed in 2013, fundraising was successful. Also, we put substantial efforts into missions, both in and out of our community all while consistently meeting the basic needs of our church property without extravagance.

### 3f. HISTORICAL INFORMATION

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**Name one to three significant happenings in the history of your church that have shaped the identity of your congregation. Add the most important event in the life of your church in the past 10 years.**

Three significant events have happened in the life of Peace UCC in the past 10 years. These include: Our Minister of 15 years retired, we made the hard decision to close the Peace Church Fair Stand after 50+ years of participation in the local county fair and lost a treasured church member who had still been volunteering/serving the church at 100 years old.

**Describe a specific change your church has managed in the recent past:**

As a church we came together to honor our Pastor's recent retirement while continuing to be proactive in finding an interim pastor to fit our congregations needs. During this time, we moved forward discussing our recent Readiness 360 survey outlining our future goals. We formed a search and call committee to begin the process of looking for our future pastor.

**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:**

Our congregation is skilled at working through conflict by utilizing open, respectful communication as well as using the priceless resource of respected congregational members who are able to help mediate individual situations.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Pastor Marty Black	2002 - 2018	Yes
Pastor Jacob Preuss	1993- 2000	deceased
Rev. Raymond Coombs	1982-1989	deceased



Rev. Gerald Wick	1967-1992	?
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**Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership:**

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

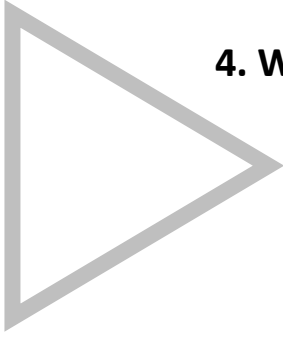
Y/N/Ask us Not in the past 25 years. Please ask us if you want information prior to that.

Has your church been involved in a Situational Support Consultation?

Y/N/Ask us No.

Has a past pastor been the subject of a Fitness Review while at your church?

Y/N/Ask us No



#### **4. WHO IS OUR NEIGHBOR?**

“You shall love your neighbor as yourself.” (Matthew 22:39 NRSV)

- a. COMMUNITY VISION
- b. MISSION InSite

##### **4a. COMMUNITY VISION**

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

- Baskets to nursing homes and shut-ins at Christmas & Easter
- Making and serving a meal at SAM 25 Homeless Shelter
- Urban Immersion in Milwaukee with the Confirmation Class
  - Participating in the community meal with Milwaukee residents at St. Ben’s Catholic Church.
  - Packing lunches for the homeless at the Guest House in Milwaukee
- Blue Christmas in early December
- Participation in the annual Shawano Christmas parade (New in 2018)
- Christmas caroling in the community
- Chili dinners for the community in the spring and fall
- Art room open to the community
- Peace Fellowship Club open to the community (New in 2019)
- Upper Room Devotional Group
- Members of our church volunteer at local food pantry, Habitat for Humanity, Food Center, homeless shelter, Safe Haven
- Cookie Walk in December
- Pieces by Peace (Quilting Group)
- Souper Bowl Sunday (Collection for Food Pantry)

## **Where has the church participated in global connections of care and justice?**

- Five for Five
  1. OCWM
  2. One Great Hour of Sharing
  3. Neighbor in Need
  4. Strengthen the Church
  5. Christmas Fund
- Campital Campaign Fund for Pilgrim Center and Moon Beach
- Shawano Chem-Free Graduation Party
- W. Council of Churches
- WeeCare-Zion Church
- Back Pack for Kids
- Wolf River Habitat for Humanity
- CUE Seminaries
- SAM 25 (Homeless Shelter)
- Local Missions (Individual needs met through Compassion Fund administered by the Pastor)
- Holy Joe's Cafe
- Red River Riders
- Guest House - Milwaukee
- Heifer Project
- SAFPARC (food pantry)
- Safe Haven
- General Synod 32

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

- Hosted NEA annual meeting April 19, 2008
- Pastor attended national meeting in June 2019
- Delegates are sent to Association and Conference meetings annually

**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. (Find more information as desired at [ucc.org](http://ucc.org).) Check any statements below that apply to your UCC faith community.**

- |  |  |
|--|--|
| <input type="checkbox"/> Accessible to All (A2A)           | <input type="checkbox"/> Just Peace                            |
| <input type="checkbox"/> Creation Justice X                | <input type="checkbox"/> X Global Mission Church               |
| <input type="checkbox"/> Economic Justice                  | <input type="checkbox"/> Open and Affirming (ONA)              |
| X Faithful and Welcoming                                   | <input type="checkbox"/> WISE Congregation for Mental Health   |
| X God Is Still Speaking (GISS)                             | <input type="checkbox"/> Other UCC designations:               |
| <input type="checkbox"/> Border and Immigrant Justice      | <input type="checkbox"/> Designations from other denominations |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I'M) | <input type="checkbox"/> 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?**

As we follow His example we would like to be identified with these aspects of Jesus' teachings. An ONA "team" met on May 14<sup>th</sup>, 2019. Steve Jones, a longtime member of the ONA committee for the Wisconsin Conference and of Union UCC in Green Bay, joined us. He shared what other churches have done to become ONA and what the process entails. The team's purpose is to listen to the congregation and provide some education in the next few months about what it means to be Open and Affirming to help decide whether Peace wants to have more of an outreach to the LGBT community.

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

- Blue Christmas Service in early December with the Presbyterian Church
- Martin Luther King Community Worship with Presbyterian Church
- Soup and Substance during Lent with the Presbyterian Church (The Catholic, Methodist, and Episcopal Churches joined us in the past but dropped out due to new or no leadership)
- Maundy Thursday and Good Friday services with the Presbyterian Church
- Christmas Concert started by our choir director for the community that benefits our local food pantry
- Healing Service in the spring (not held this year)

- Yearly Ecumenical Worship Service with the Presbyterian Church (not held this year) the Methodist Church participated in the past but dropped out.
- Urban Immersion
- Peace Fellowship Club

**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.**

Our purpose as a Congregation is to worship God, to preach the gospel of Jesus Christ, to provide an education and support for each person's growth as a Christian, to celebrate the Sacraments of baptism and Holy Communion to serve humankind in loving response to God and to strive for the righteousness, justice and peace for all. Our mission statement compares well to our actual time spent fulfilling our mission, however we need to spend more time reaching out to other people in our 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?**

It is our expectation that our pastor would be involved in the community for example:

- Homebound member visits
- Nursing home/assisted living visits
- Participation in local events such as; Sam 25, SAFPARC, Safe Haven

#### 4b. MISSION InSite

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

City of Shawano = 82% white, 12% American Indian/Alaskan, 3% Hispanic/Latino, 2% Two or more, 1% Other

Shawano County = 88% White, 7% American Indian/Alaskan, 2% Hispanic/Latino, 1% Two or more, 3% Other

Shawano is unusually homogenous with little racial diversity although in the diversity it does have an unusually high level of Native Americans.

The 3 largest generational groups are:

Boomers 19.2%

Generation X 26.8%

Millennials 28.4%

In this community, the current year estimate of marital status reveals a community of adults more likely to be married than the state average for adults. The percentage of single never married is lower than the state average for those 15 years and older. Divorce is more prevalent than the state wide average.

Married Couples with children are 67% and Single parents 32% is roughly the same as state average. Also lining up with state averages single parent numbers are growing while married couples with children are shrinking.

Population is growing slightly faster than the state average, and growing via child birth. It is projected to grow 3.2% by 2028. It is an aging community, with the number of children declining as a percentage of the population. As this is not reflected in a lower birth rate, it seems to indicate that the children are raised in the area and then leaving with their parents remaining.

The overall educational attainment of adults in this area is lower than the state.

Education Attained:	Area	State
Less than 9th Grade	3.3%	3%
Some HS	6.4%	5.6%
HS Diploma/GED 4	44.3%	31.6%
Some College	20%	21%
Associate's Degree	10.7%	10.3%
Bachelor's Degree	10.6%	8.8%
Grad/Profess Degree	4.7%	4.9%

The average commute time for Shawano Co was 21.7 minutes.

Average income is somewhat less than the state averages, but expected to grow by 8.9%.

Poverty is about the same as the state average.

Asian Household Income \$38,999 (less than 200 people)

Black/African American Household Income \$54,499 (less than 150 people)

Hispanic/Latino Household Income \$30,226

White/Anglo Household Income \$51,059

P IS, Am Indian, Other Household Income \$36,814 Average \$42,319

The area is pretty evenly split between white-collar and blue-collar workers leaning slightly toward blue collar workers, however, compared to state averages we have about 10% more blue collar workers and 10% less white-collar workers than the state averages so we lean more toward manual labor than the state as a whole.

Area felt higher than the national average that religion was too concerned with money or that they never felt invited to a church.

**Top reasons for not joining a church in the area is:**

1. Religion too focused on money
2. Religious people too judgmental
3. Don't trust organized religion

**Top reasons for no longer participating in a church:**

1. Don't believe in God
2. Don't trust religious leaders
3. Wasn't supportive during crisis
4. Strict/inflexible beliefs
5. Religion too focused on money

**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?**

Similar

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

Currently our demographics are not shaping our ministry.

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

- Past involvement in the local county fair
- Food Pantry donations
- Community Chili Dinner
- Christmas Cookie Walk

**What do new people in the church say when asked what got them involved?**

- Warm and welcoming environment
- Feeling of comfortable, not overbearing,
- Traditional components intertwined





## 5. REFERENCES

Name up to three people who have agreed to serve as phone and written references. Advise the three references: “The contact information you provide may be shared publicly. Please use contact information that you feel comfortable giving to candidates so they can reach you with their questions.”

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

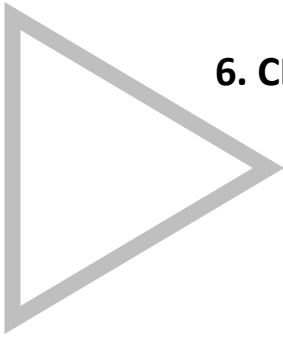
Pastor Blake Blakeley/Pastor/Presbyterian Church Shawano  
(715)526-3329 [revbanjo1@gmail.com](mailto:revbanjo1@gmail.com) / Ec. services

### REFERENCE 2

Stacey Cicero/ Director /Safe Haven Domestic Abuse Center  
(715) 851-3980/ [director@shawanoshelter.org](mailto:director@shawanoshelter.org) / Peace UCC Outreach projects

### Reference 3

Florence Withers/Pantry Coordinator/SafParc  
(715)524-5863 [safparc@frontiernet.net](mailto:safparc@frontiernet.net) / Peach UCC Outreach Projects



## 6. CLOSING THOUGHTS

- a. CLOSING PRAYER
- b. STATEMENT OF CONSENT
- c. CONFERENCE/ASSOCIATION VALIDATION

### 6a. CLOSING PRAYER

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“When I say I am a Christian,” by Maya Angelou

When I say... “I am a Christian“  
I’m not shouting “I’m clean livin’.”  
I’m whispering “I was lost,  
Now I’m found and forgiven.”  
When I say... “I am a Christian“  
I don’t speak of this with pride.  
I’m confessing that I stumble  
and need Christ to be my guide.  
When I say... “I am a Christian“  
I’m not trying to be strong.  
I’m professing that I’m weak  
And need His strength to carry on.  
When I say... “I am a Christian“  
I’m not bragging of success.  
I’m admitting I have failed  
And need God to clean my mess.  
When I say... “I am a Christian“  
I’m not claiming to be perfect,  
My flaws are far too visible  
But, God believes I am worth it.  
When I say... “I am a Christian“  
I still feel the sting of pain.  
I have my share of heartaches  
So I call upon His name.  
When I say... “I am a Christian“  
I’m not holier than thou,  
I’m just a simple sinner  
Who received God’s good grace, somehow!

"Dream God's Dream"

(Chorus)

Dream God's dream

Holy Spirit, help us dream...

Of a world where there is justice, and where everyone is free

To build and grow and love

And to simply have enough

The world will change when we dream God's dream

I'm dreaming of a world where the color of one's skin

Will mean less than what's within the person's heart

A world where water's clean, and where air is safe to breathe

And every child born has enough to eat.

(Chorus)

I'm dreaming of the call God is offering to me

How to use my energy and my best gifts

To do the work of Christ -- to say, God please use my life

To spread Your healing love -- and to live your Truth

(Chorus)

I'm dreaming of the way that I want my life to go

I've got hopes and I've got goals I'd like to meet

I'm reaching for the stars, but I won't forget the scars

Of Christ who died to show that the Dream's for all...

(Chorus)

## 6b. STATEMENT OF CONSENT

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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? (*for example, church council or consistory, transition team, etc.*)  
Search and Call Committee

Additional comments for interpreting the profile:

Signed:

Name / Title / Date:

## 6c. VALIDATION BY CONFERENCE/ASSOCIATION

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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. Franz Rigert/Conference Minister

Email: [frigert@wcucc.org](mailto:frigert@wcucc.org)

Phone: 414-704-2625

Date: September 9, 2019



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*



## First Presbyterian Church of Shawano

Dear Pastor Candidate,

I want to provide this letter in support of the Peace United Church of Christ. I have been here in Shawano as the pastor of the 1<sup>st</sup> Presbyterian Church (PCUSA) for the past two years. During that time, I have worked with the former pastor of the church, the current interim pastor, and with many friends and members of this congregation. Here are my thoughts on this great church family.

**They are an open and welcoming congregation.**

Most churches say that everyone is welcome but the Peace church really means it. Many different economic classes, cultures, sexual orientations and races are represented in worship and in service. Our close proximity to the Menominee reservation provides a number of joint experiences and Peace church is always at the forefront of opening new ways to unite our cultures.

**They are a spirit-filled congregation.**

I have been honored to be a part of worship services as we share our love of prayer and liturgy. They always stimulate my thoughts and fire up my spirit. Just take a look at the many bible studies and worship experiences they provide each week.

**They are a musical congregation.**

What an active and marvelous music program here at Peace church. We have combined our choirs and shared together in many Holy Days services at Christmas and Easter.

**They are a community supporting congregation.**

One of the great things about Shawano is how we care for those in our community. Through the homeless shelter, the domestic abuse shelter, the local foodbank, etc. we find ways to lift up all who are in need. Peace church is a huge part of that effort. Not only through their support of these organizations, but also through their own efforts to offer help to those who stop by the church.

I offer you my highest recommendation for the Peace UCC. If you choose to be a part of this great ministry you will be welcomed, challenged and motivated to serve God and the people of Shawano.

In Christ's Love,

Rev. G.W. Blake Blakesley



**Domestic Abuse Support Center  
of Shawano County**

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*P.O. Box 665  
Shawano, WI 54166  
Fax: 715-524-6763  
[www.shawanoshelter.org](http://www.shawanoshelter.org)*

*24-Hour Crisis Line  
715-526-3421 or  
1-888-303-3421*

July 17, 2019

To whom it may concern:

I was asked to write this letter regarding the relationship Safe Haven domestic abuse and sexual assault support center has with the 1<sup>st</sup> Presbyterian Church in Shawano and I am delighted to share our experiences! I have been with the agency for the last 18 years and have worked closely with the previous pastors at the church.

Safe Haven provides emergency shelter and outreach programming to victims of domestic violence and sexual assault and their families. We rely very much on the support of our community partners and the 1<sup>st</sup> Presbyterian Church has been a wonderful support system. I have been with the agency for the last 18 years and have worked closely with the previous pastors at the Church. Not only does the Church financially support our organization, but is also interested in hearing about our work and partnering on projects and events. Staff at Safe Haven have given presentations during Sunday services, set up information booths at Church events and provided information for newsletters and brochure racks. Members of the congregation also volunteer at the agency and provide ongoing support by making a meal once a month for our support group.

Every time I have visited the Church, I have felt welcomed and appreciated. It is a great group of warm and engaging people that understand the needs of a community and enjoy giving back.

I would be happy to meet and discuss any questions and provide an overview of our programs and services. Just give me a call, 715-526-3421; [director@shawanoshelter.org](mailto:director@shawanoshelter.org).

Sincerely,



Stacey Cicero  
Executive Director





Shawano Area Food Pantry and Resource Center

218 E. Richmond Street

P.O. Box 570

Shawano, Wisconsin 54166

(715) 524-5863

*safparc@frontier.net, net*

June 26, 2019

Pastor

Peace United Church of Christ

208 E Maurer St

Shawano, WI 54166

Dear Pastor,

The Shawano Area Food Pantry and Resource Center is extremely grateful for your congregation's efforts to support our pantry in the past.

- Monetary donations have averaged \$1,288 the past 3 years
- Groceries are collected and donated
- You provide space for Coats for Kids each year
- You provide 3 volunteers to the pantry
- Participation in the Community Concert which benefits SAFPARC

Your continued support will allow us to continue offering the gift of food to the less fortunate souls of the Greater Shawano Area. Thanks again for your generosity.

Sincerely,

Florence Withers  
Pantry Coordinator



*God is still speaking,*  
**UNITED CHURCH  
 OF CHRIST**

**UNITED CHURCH OF CHRIST**  
**ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS**

Church#: 862660		Schedule: 0		Peace United Church of Christ		Shawano		WI		54166	
Assoc: 824											
YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED		
2008	428	147	54	5	0	6	8	14	-11		
2009	427	148	64	6	0	1	7	1	-1		
2010	424	147	60	0	0	14	9	8	-3		
2011	336	146	50	4	0	0	13	79	-88		
2012	300	131	50	0	0	8	15	29	-36		
2013	275	125	52	7	0	1	12	21	-25		
2014	274	125	52	3	0	5	9	0	-1		
2015	261	116	50	3	10	3	2	27	-13		
2016	254	101	34	3	0	3	11	2	-7		
2017	234	103	38	3	0	7	5	25	-20		
2018	229	92	35	6	0	0	5	6	-5		

<b>YEAR</b>	<b>CURRENT EXPENSES</b>	<b>CAPITAL PAYMENTS</b>	<b>BASIC SUPPORT</b>	<b>TOT OTHER UCC GIVING</b>	<b>TOTAL OCWM</b>	<b>OTHER GIFTS</b>	<b>WIDER MISSION</b>	<b>BASIC SUPPLY% CURR LOCAL</b>	<b>TOTAL EXPEND</b>	<b>PLEDGES AND OFFERINGS</b>
2008	\$157,210	\$0	\$10,288	\$1,930	\$12,218	\$6,717	\$18,935	6.54	\$176,145	\$147,683
2009	\$152,065	\$0	\$10,000	\$840	\$10,840	\$3,462	\$14,302	6.58	\$166,367	\$152,809
2010	\$154,027	\$0	\$9,000	\$1,643	\$10,643	\$4,747	\$15,390	5.84	\$169,417	\$146,562
2011	\$169,671	\$2,800	\$10,236	\$1,691	\$11,927	\$4,452	\$16,379	6.03	\$188,850	\$183,008
2012	\$180,066	\$0	\$8,000	\$2,058	\$10,058	\$5,442	\$15,500	4.44	\$195,566	\$183,839
2013	\$171,100	\$0	\$10,241	\$1,699	\$11,940	\$3,550	\$15,490	5.99	\$186,590	\$178,934
2014	\$171,479	\$1,976	\$8,766	\$17,835	\$26,601	\$2,955	\$29,556	5.11	\$203,011	\$163,692
2015	\$184,325	\$0	\$8,873	\$19,862	\$28,735	\$4,708	\$33,443	4.81	\$217,768	\$177,773
2016	\$182,855	\$0	\$9,000	\$18,421	\$27,421	\$3,651	\$31,072	4.92	\$213,927	\$166,632
2017	\$187,074	\$0	\$9,037	\$22,352	\$31,389	\$5,690	\$37,079	4.83	\$224,153	\$169,295
2018	\$186,486	\$0	\$7,328	\$19,296	\$26,624	\$7,155	\$33,779	3.93	\$220,265	\$178,348

<b>% CHANGE</b>	<b>MEMBERS</b>	<b>AVG WEEKLY ATTENDANCE</b>	<b>CHR ED/ FAITH FORM</b>	<b>TOTAL ADDITIONS</b>	<b>TOTAL REMOVALS</b>	<b>CURR LOCAL EXPENSES</b>	<b>TOTAL OCWM</b>	<b>TOTAL EXPENDITURE</b>
2013-2018	-16.73	-26.40	-32.69	-25.00	-66.67	8.99	122.98	18.05
2008-2018	-46.50	-37.41	-35.19	-45.45	-50.00	18.62	117.91	25.05

Please note: Zero values ("0" or \"\$0\") may reflect missing information in some years. Christian Education/Faith Formation refers to Church School Enrollment for all figures before 2007.