



## Peace United Church of Christ

1111 N. 11<sup>th</sup> Ave East

Duluth Minnesota

[www.peaceucc.org](http://www.peaceucc.org)

### CHURCH PROFILE

Intentional Interim Pastor

*Peace Church's **vision** is to be an accessible, open and affirming community growing in Christian faith, committed to **peace** and **justice**, and reaching out in **healing love** to all of creation, including all people, respecting and valuing the **diversity** of people's sexual orientation, race, culture, gender, age, opinions and physical and mental abilities.*



*"He has shown you, O mortal, what is good.  
And what does the LORD require of you? To act justly  
and to love mercy and to walk humbly with your God."  
(Micah 6:8)*

# POSITION POSTING

## LISTING INFORMATION

Peace United Church of Christ  
1111 N. 11<sup>th</sup> Avenue East  
Duluth MN 55811  
[www.peaceucc.org](http://www.peaceucc.org)

**Conference:** Minnesota Conference UCC

**Association:** Conference serves as  
Association

### **UCC Conference Contact Person:**

Rev. Shari Prestemon Conference Minister <a href="mailto:sharip@uccmn.org">sharip@uccmn.org</a> 612-871-0359 (o) 228-547-2405 (c)	Rev. Sheresa Simpson-Rice Interim Associate Conference Minister <a href="mailto:sheresar@uccmn.org">sheresar@uccmn.org</a> 717.318.6865
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**Current size of membership:** 754

**Languages used in ministry:** English

**Position Title:** Intentional Interim Pastor

**Position Duration:** Interim

**Compensation Level:** Full Time

**Total support package meets conference  
compensation guidelines:** Yes



## MINISTRY DESCRIPTION

Peace United Church of Christ, has been an evolving church community for many decades, especially over the past 30 years. Our congregation has experienced significant membership growth, especially with young families. Additionally, Peace Church is respected as an important leader of Faith within the Duluth community.

At Peace Church we live our Vision in all that we do, which is *to be an accessible, open and affirming community growing in Christian faith, committed to peace and justice, and reaching out in healing love to all people, respecting the diversity of people's sexual orientation, race, culture, gender, age, opinions, and physical and mental abilities.*

With the approaching retirement of our long-term and beloved Pastor, we are looking for someone experienced to join us in the role of an Intentional Interim Pastor. They will understand the significance of a transition of this caliber and support the congregation and our employees through this time of change; ensuring that our strengths remain intact while the initiatives of the church continue to evolve.

Duluth is a beautiful city built on a hill above scenic Lake Superior. Many choose to live here because of its beauty and year round outdoor recreational opportunities. There is a youthful entrepreneurship culture that is growing in the tourism, outdoors, arts, and food industries. We also value the outstanding education and healthcare available here. For us, in the midst of all this beauty, there is no better place to live out our Mission to praise God, follow the teachings of Jesus, and contribute to building a beloved community.

## SCOPE OF WORK

We are seeking an Intentional Interim Pastor to lead us through change as we evolve from a church with a pastor of 30 years to new leadership. We seek a person who can provide:

- Preaching and Worship Leadership
  - Create nurturing, challenging and meaningful worship experiences for a diverse and multi-generational congregation
- Pastoral Care
- Teaching
  - Educate the congregation
- Supervising and coordinating staff
  - Using “team” oriented style which would include the ideas and expertise of the staff, the council, the committees, pastoral professionals and the congregation. This would include teambuilding.
- Administration
  - Be responsible for the church business functions including finance, property, human resources and stewardship and work in collaboration with Committees as appropriate
- Community Involvement
  - Maintain Peace Church participation in community justice work
- Provide support and leadership to a congregation undergoing change

Important Core Competencies:

- Proven ability handling a budget of \$500,000 a year
- Effective oral and written communication skills
- Proven ability to empower others to carry out responsibilities

**For a more detailed job description, please see [Appendix 1](#).**

## COMPENSATION AND SUPPORT

**Salary Basis:** Minnesota Conference Guidelines as determined by pastoral experience

**Benefits:** Salary plus Benefits

**Expected living situation:** Housing allowance

**Residential/Commuting expectations:** Resides in Duluth or surrounding area

**Peer and Professional supports:**

- The Minnesota Conference (UCC) offers many opportunities to gather and serve. Authorized Ministers and lay leadership are encouraged to participate in the Annual Meeting of the Minnesota Conference (UCC) at The College of St. Benedict north of St. Cloud on the second weekend of June.
- Leaders in the Minnesota Conference are invited to participate in the Fall Convocation at a central location.
- Excellent resources to Clergy in Minnesota are the four seminaries in the Twin Cities. Courses and conferences are provided.
- Ordained, licensed or commissioned ministers who are members at Peace Church and any local pastors who could be of support acclimating the interim pastor to the clergy community in Duluth.
- Ten local clergy meet weekly as a study group.
- Area UCC clergy meet monthly.

## **WHO IS GOD CALLING TO MINISTER WITH US?**

### **Ministry goals we envision our Intentional Interim will co-collaborate with the congregation to achieve:**

The interim pastor will be expected to work with the congregation to assess, nurture and implement its vision, as expressed in the Mission Statement and Long Range Plan. This should be accomplished by analyzing the current system in collaboration with church leaders, staff, and conference leaders. The congregation will also need support as we move through the grieving process of the retirement of our 30-year pastor and guidance as we transition to a new lead pastor in 12-18 months.

Peace Church will be looking for the following strengths in its Intentional Interim to achieve our ministry goals:

- Steady, strong leadership skills with a demonstrated ability to work with all staff and committees to give direction in their work.
- Talent to provide meaningful worship, continuing the current essence of inspiring sermons, worship and music.
- Ability to lead us through the interim period of grieving, renewing commitments, recognizing strengths, and assisting all the congregation to feel comfortable going forward.
- Recognition that Peace is a strong church with an identity that has been strengthened over the years.
- Caring and effective conflict management skills with the demonstrated ability to manage conflict with both congregants and staff.
- Ability to manage a church budget and resources
- A broad view of the church and its ministry, including a willingness to seek new opportunities, anticipate problems, and think strategically.
- Strong interpersonal skills including a willingness to initiate communication

and the ability to build relationships of mutual trust and interdependence.

- Interest in and support for the multiple justice movements active at Peace Church.

### **Our vision for how our Intentional Interim will assist us in making an impact beyond our walls:**

An important role of the Intentional Interim will be supporting the maintenance of a number of external ministries and justice partnerships that are already in place. Our pastor and our church are frequently called upon by those outside the congregation—including community groups, interfaith groups, individuals in crisis, and individuals with no other church affiliation—for leadership and support. The retirement of our pastor will create an undeniable void in the broader community. However, many staff members and lay leaders are actively engaged in cultivating these long term relationships, and this transition time provides an opportunity for those roles to strengthen and expand. An Intentional Interim could offer internal support to these individuals as well as help them grow in their capacity for outreach and connection.

### **Cultural capacities preferred and why they matter to us:**

In understanding the context of Peace Church, it is important to understand the community and natural context that surrounds it. Duluth is an overwhelmingly white city (almost 90% of the city identifies as white). Yet it is a city that has grown up on native ground. The Ojibwe word for Duluth is Onigamiising meaning the “place of the small portage” and there is a growing recognition of the indigenous presence in our past, present and future. Several reservations are within a two hour drive from Duluth, and many indigenous people call it home. Additionally, there is a growing number of

people of African heritage, and Peace Church has a history of partnering to work on issues of common concern. From collaborating with the NAACP on Martin Luther King Holiday events to working with St. Mark African Methodist Episcopal Church on a scholarship in memory of a former St. Mark pastor, Peace Church is actively engaged in our surrounding community.

**Four Areas of Excellence from [The Marks of Faithful & Effective Authorized Ministry](#) needed in our Intentional Interim to further equip our ministry in these areas:**

One goal that our congregation has for ourselves during this time of transition is to sustain the church as we continue on a journey that has evolved over the past 25 years. In order for the Intentional Interim pastor to succeed in helping us with this transition, they will need to display excellence in several areas described in Marks of Faithful and Effective Authorized Ministers in the UCC. In particular these four (4) are essential:

*Bringing life to sacred stories and traditions in worship, proclamation, and witness.*

Our worship services have grown, both in member attendance and in depth of experience for those taking part. Today we have two services with very different feel and tone. The early service is quieter and more contemplative. The later service has larger attendance, a wide variety of music, a well-attended children's time and guest ministers. The common thread for both services is the minister's skill at weaving the liturgical texts into all elements of each, most importantly relating the text to our daily lives through their sermons.



*Providing hope and healing to a hurting world.*

Peace Church has become a mainstay within our wider community for people, groups and organizations seeking assistance and relief. Examples include providing referrals to individuals to non-profit social services agencies, families needing emergency financial assistance, and creating small group opportunities within our congregation for prayer or grief support. And while the minister does not individually handle every request, they will provide inspiration and support to staff and lay members.

*Drawing on the ministry of Jesus Christ to confront injustice and oppression.*

Peace Church is known throughout our city and region for its leadership in social justice. Many members work, have worked and volunteered with organizations engaged in advocacy and social justice. Our pastor challenges and affirms our members as we address these issues day-to-day.

*Practicing the radical hospitality of God.*

Within our city Peace Church is known as a "go to" place. We open our doors, our hearts and often our money to many people and organizations, examples include:

- Community potluck celebrations
- Funerals for non-members
- CHUM Church (monthly worship service designed to provide spiritual growth to those with developmental disabilities)
- Recovery support groups
- Meeting and prayer space for an emerging Muslim congregation
- Build out of a family apartment within our building for undocumented immigrants in immediate danger of deportation
- Our building is used so frequently that a staff position was recently created to coordinate and supervise the varied uses

Our current pastor's leadership is a prime motivator in developing and maintaining a generous and gracious sense of hospitality.

## WHO IS GOD CALLING US TO BECOME?

### Who God calling us to become as a congregation:

Peace Church is a welcoming church, always present to the needs within our congregation, the Duluth and surrounding communities, our state, country and globally as well. Our Vision is translucent in nature, permeating, supporting and growing to fulfill God's plan for us, while fully living the life and teachings of Jesus Christ. We work in collaboration to bring about the highest good; to do justice, love kindness and walk humbly with God.

### How God is calling us to reach out to address emerging challenges and opportunities:



Peace Church recently voted to become a sanctuary and immigrant-welcoming congregation. We have remodeled our basement to be able to accommodate someone in need of sanctuary while an application for legalized residency is being processed. While we have yet to receive such a request, we have a large team working on immigration justice in the community.

With the Covid-19 pandemic restrictions, Peace Church had to quickly address how we could continue to offer worship, Sunday School, meetings, and groups while still maintaining shelter-in-place boundaries and physical distancing. Our nimble staff and member volunteers quickly set up live streamed worship as well as zoom meetings. The congregation was notified through emails, newsletter, and personal phone calls about how to use these resources. These electronic delivery and participation options are working so well that we will likely continue them after we resume normal worship and groups, allowing Peace Church to reach and include more people in their faith journeys.



*Here's what Zoom Coffee Hour looks like! Join us!!*

## WHO ARE WE NOW?

### CONGREGATIONAL REFLECTIONS

#### **Our congregation's life of faith:**

Peace Church's life of faith consists of individual faith journeys embarked upon with others who share a connection with the biblical tradition. Jesus is the role model from whom we learn what is important and how we are supposed to live. In worship, Brian Wren's "Bring Many Names" resonates with the diverse understanding of how we understand and/or experience the divine and holy. Our faith is expressed through our words and actions supporting those in our communities and world who are marginalized and need support and love. As a congregation, we are committed to the work of social and climate justice and our individual responses to them.

#### **Our strengths/positive qualities:**

When asked what brings people to Peace Church, many reply that they feel very welcomed, accepted, and respected. Congregation members take seriously and work towards what is stated foremost on our website, *Peace Church's vision is to be an accessible, open and affirming community growing in Christian faith, committed to **peace** and **justice**, and reaching out in **healing love** to all of creation, including all people, respecting and valuing the **diversity** of people's sexual orientation, race, culture, gender, age, opinions, and physical and mental abilities.*

Peace Church congregation is made up of people who come from different faith and cultural backgrounds, occupations, are varied in age, gender, economic and marital status, and sexual orientation, all seeking God's Word for directives for their lives. They are actively involved in the mission of the church, both within the church and in the greater community. Many

and varied boards and committees offer opportunities for involvement and living out our faith. A favorite scripture of many is Micah 6:8: *He has shown you, O mortal, what is good. And what does the LORD require of you? To act justly and to love mercy and to walk humbly with your God.* Peace Church is a place where people are invited to be themselves, come as they are, share their stories, and be part of a supportive community. The congregation is forward thinking, social justice minded, and not afraid to confront important faith issues and live them out in their daily lives.

#### **What worship is like when we gather:**

We have two sanctuary worship services each Sunday, offering a different type of worship service to those who attend. Each service has a similar liturgical structure, but with varied responsive and unison readings – so there is a familiarity blended with newness each week.



Sanctuary on Easter Sunday

The early service is more contemplative with communion served every Sunday. Once a month this service is a Taizé prayer service.

The later worship service has more attendees and is a vibrant family oriented service with varied music and ASL interpretation every week. Children are an important part of this service, serving as

acolytes and participating in a *Story for all Ages* part of the service. The service is well planned out based on the scripture passages. It is coordinated with an outstanding eclectic mix of music performed by talented vocalists and musicians, in addition to the choir.

The sermon is meaningful, thoughtful and thought provoking, often with personal experiences wonderfully intertwined with the message, including insights from jail ministry. It is also educational and offers quotes from favorite authors, such as Barbara Taylor Brown. Joys and concerns are offered by attendees during the open prayer time.



Baptisms include parents and sponsors gathered around the baptismal font and water brought in from special places, with the entire congregation joining in on the blessing and promise to offer support.

There is an ongoing tension about talking through the prelude and having announcements that are too long – signs of a dynamic congregation in conversation with a desire to be contemplative during parts of the worship.

### **Our educational program and faith formation vision:**



There are many opportunities for education at Peace Church. For children, Sunday School is offered every Sunday between the two services during the school year. A robust Vacation Bible School is offered for a week during the summer, as well as a weekend family camp retreat during the winter. Our Whole Lives (OWL) is offered for adolescents. Both VBS and OWL are offered in partnership with other congregations. Wednesday night activities include children's programming as well.

There is a two year confirmation program which is taught by the pastor for ninth and tenth graders. The program includes writing Jesus, Holy Spirit, and God papers after exploring theology, along with retreats and meaningful urban immersion and summer work camp experiences.



Adults have many education/faith formation opportunities including pertinent Adult Forum between the worship services, often bringing in guests to speak about current social justice issues, weekly bible studies, brown bag forums, podcasts, support groups, and book clubs - many of which are led by lay members. A weekend men's and women's retreat is offered every year. There are also intergenerational events that happen throughout the year during special times such as Lent and Advent.

A Faith Formation Committee, led by the Faith Formation Minister, addresses faith building throughout the congregation and has recently incorporated practices such common monthly devotion, spiritual questions for all boards, committees and members to consider and discuss.

**How we are organized for ministry and mission:**

Peace Church encourages members to participate actively in the mission of the church. Annually, a shared ministry form is distributed which lists all of the ways to participate in the life and mission of the church and members can indicate ways in which they can serve.

One option is through one of the many boards and committees of the Church that are organized into four areas: Spiritual Life, Christian Education, Stewardship, and Social Justice Hub, as well as standing committees of the Coordinating Council of Finance and Human Resources. Within these boards are various committees addressing particular issues such as worship, property, children's and adult education, climate justice, racial justice, migrant justice, beyond violence, and global ministries, to name a few. Each team meets monthly and board chairs report to and are a part of the Coordinating Council, which also meets monthly.

The Coordinating Council consists of a moderator, past moderator, vice-moderator, treasurer, secretary, a board member from each board, and four at large members.

In addition to church committees, many of the opportunities to volunteer occur in the community, such as Damiano Soup Kitchen, serving CHUM meals (Central Hillside United Ministry - coordinated interfaith community ministry), Jail Ministry, and visiting shut-ins.

Communication to the congregation happens at worship announcements, through Peace Church weekly email updates, the monthly Peace Bell newsletter, special mailings (as needed), and email blasts (as needed).

Peace Church addresses the challenging issues that divide our communities and nation as a whole, such as immigration,

gun control, social justice, domestic violence, etc., through education, open discussion, and prayer, offering ways to act collectively towards these issues, such as through marches, public events, political letter writing and calling.

**Hours spent in decision making monthly:**

5-7 hours

**Examples of action being taken quickly when a crisis or disaster occurred:**

We are currently in a time of crisis with the outbreak of COVID-19 in the U.S. The church has been very quick to respond, especially considering the difficult juxtaposition of health risk and mission of the church. Thanks to the nimble action of the Church staff and talented lay members, we were able to transition from sanctuary worship to livestream video without missing a week.

Within a two week period, all of our programming is now taking place online to protect our staff, members, and the community. Worship services are accessed by a link on the home webpage. Emails and the monthly newsletter teach and explain how to use web-based communication such as ZOOM and Google Hangout. All meetings, Sunday School, Youth Group, and confirmation now meet in this manner.

The Coordinating Council called a special meeting to address specific issues regarding this crisis and our response. We have put into place a protocol for decision making as the situation changes daily that includes responsibility to the pastor, the Executive Committee of the Council, and the Coordinating Council to discuss and meet through email and ZOOM.

**Our organizational structure, bylaws and annual report to further explain our patterns of activity and governance:**

Provided upon request

# 11-YEAR REPORT

## ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS

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



Church#: 360330

Assoc: 434      Schedule: 0      Peace United Church of Christ      Duluth      MN      55805

YEAR	MEMBERS	AVG WEEKLY ATTEND- ANCE	CHR ED/ FAITH FORM	CONFIR- MATION	CONFES- SION	TRFR OR RE- AFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS- REMOVED
2009	635	291	340	10	0	20	10	0	20
2010	551	287	145	6	0	45	7	128	-84
2011	571	288	400	21	0	13	6	8	20
2012	597	273	400	11	0	25	9	1	26
2013	634	278	350	12	2	31	8	0	37
2014	647	242	250	10	0	13	10	0	13
2015	679	247	250	6	0	28	2	0	32
2016	702	239	250	13	0	17	7	0	23
2017	677	243	250	16	0	34	5	70	-25
2018	720	239	250	11	0	36	4	0	43
2019	756	233	270	22	0	16	2	0	36

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2009	\$307,952	\$312,188	\$19,250	\$15,066	\$34,316	\$22,234	\$56,550	6.25	\$676,690	\$323,664
2010	\$355,889	\$164,660	\$21,000	\$11,275	\$32,275	\$20,958	\$53,233	5.90	\$573,782	\$365,895
2011	\$364,316	\$113,167	\$23,750	\$4,298	\$28,048	\$23,165	\$51,213	6.52	\$528,696	\$376,648
2012	\$424,811	\$86,967	\$22,000	\$13,640	\$35,640	\$26,516	\$62,156	5.18	\$573,934	\$395,482
2013	\$432,886	\$126,944	\$22,000	\$7,150	\$29,150	\$26,742	\$55,892	5.08	\$615,722	\$413,601
2014	\$479,920	\$113,500	\$22,000	\$10,838	\$32,838	\$32,960	\$65,798	4.58	\$659,218	\$449,805
2015	\$464,182	\$93,533	\$22,000	\$13,241	\$35,241	\$30,294	\$65,535	4.74	\$623,250	\$433,650
2016	\$463,671	\$12,734	\$23,000	\$12,100	\$35,100	\$29,028	\$64,128	4.96	\$540,533	\$418,323
2017	\$486,689	\$0	\$23,000	\$19,633	\$42,633	\$32,042	\$74,675	4.73	\$561,364	\$447,745
2018	\$518,356	\$0	\$23,000	\$41,807	\$64,807	\$0	\$64,807	4.44	\$583,163	\$476,654
2019	\$544,283	\$0	\$24,000	\$44,998	\$68,998	\$0	\$68,998	4.41	\$613,281	\$501,431

% CHANGE	MEMBERS	AVG WEEKLY ATTEND- ANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPEND- ITURE
2014-2019	16.85	-3.72	8.00	65.22	-80.00	13.41	110.12	-6.97
2009-2019	19.06	-19.93	-20.59	26.67	-80.00	76.74	101.07	-9.37

## CONGREGATIONAL DEMOGRAPHICS

### **Participation in our church:**

- Number of active members: 700
- Number non-active members: 54

### **Longevity of participants:**

- More than 10 years: 50%
- Less than 10, greater than 5: 30%
- Less than 5 years: 20%

### **Participants by age:**

- 0-11 10%
- 12-17 20%
- 18-24 10%
- 25-34 15%
- 35-54 15%
- 55-64 20%
- 65-74 5%
- 75+ 5%

### **Percentage of adults in household types:**

- Single adults under 35: 5%
- Joint household w/minors: 35%
- Single adults age 35-65: 10%
- Joint household 2/no minors: 35%
- Single adults over 65: 15%

### **Education level of adult participants:**

- Less than high school 5%
- High school 15%
- College 40%
- Graduate school 20%
- Specialty training 15%
- Post graduate 5%

### **Employment types of adult participants:**

- Employed 80%
- Retired 10%
- Not fully employed 10%

### **Range of occupations of working adults:**

Largest percentage is professional (mostly medical, education, social services); tradespeople; and labor/manufacturing

### **Mix of ethnic heritages and overall racial make-up and what diversity means to us:**

The ethnic heritage of our congregation is 91% Caucasian, 4% Asian American, 3% African American, and 2% Native American.

While our congregation is quite diverse when it comes to faith backgrounds/theological beliefs and sexual orientation/gender identities, the ethnic heritage diversity is about the same as that of the city of Duluth.

We have had an effort underway for over 20 years to work towards becoming an antiracist, multicultural church. This work has led to important partnerships within the broader community which has made our church a welcoming place for many people even if these people are not members and therefore not reflected in the percentages of our membership.

### **Conversations using resource such as the Welcoming Diversity inventory.**

We have not used the Welcoming Diversity Inventory specifically. However, as part of our journey as a congregation striving to embody anti-racism, we used the Multicultural Organizational Development framework to do an institutional audit of our congregation approximately 10 years ago.

The Dismantling Racism team continues to monitor our commitment to what we say we are working towards. This interim transition may be a good time for us to do a re-assessment of where we are at and the Welcoming Diversity Inventory looks like a good tool for us to use.

## PARTICIPATION AND STAFFING

### **Our 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	50-60/week	Lead Pastor, CE Adult Ed Team
Baptisms <i>(number last year)</i>	8	Pastor
Children's Groups or Classes	150	Children's Ministry Coord
Christmas Eve and Easter Worship	Christmas - 600 Easter - 425	Pastor, Music Director, Faith Formation Minister, Worship and Arts Team
Church-wide Meals	Weds meals -40 Monthly - 100	Weds – Lay Coordinator Monthly – Food and Fellowship
Choirs and Music Groups	25-75	Music Director, Lay Musicians
Church-based Bible Study	100+	Faith Formation Minister, Lay Leaders
Communion <i>(served how often?)</i>	40/weekly 230/monthly	Pastor, Worship & Arts Team
Community Meals	40-50	Pastor and Lay Volunteers
Confirmation <i>(number confirmed last year)</i>	23	Pastor and Faith Formation Minister
Drama or Dance Program	n/a	
Funerals <i>(number last year)</i>	19	Pastor
Intergenerational Groups	50-100	Faith Formation Minister and Lay Leaders
Outdoor Worship	150	Worship & Arts Team
Prayer or Meditation Groups	60-100	Christian Spiritual Life Committee
Public Advocacy Work	50-100	Acting for Justice Hub
Retreats	Women - 25 Men - 20	Christian Spiritual Life Committee

Theology or Bible Programs in the Community	25-50	Pastor, Christian Spiritual Life Committee
Weddings ( <i>number last year</i> )	5	Pastor
Worship (time slot: 8:30)	40 average	Pastor, Faith Formation Minister, Music Director, Children's Ministry Coord, Worship & Arts Team
Worship (time slot: 10:30)	230 average	Pastor, Faith Formation Minister, Music Director, Children's Ministry Coord, Worship & Arts Team
Young Adult Groups or Classes		
Youth Groups or Classes	80-100	Faith Formation Minister, Children's Ministry Coord and Christian Education Youth Team
Other		

Additional Detail found in our 2018-2019 Annual Report (copy emailed by request) and at these links to the monthly Peace Bell newsletter [Jan 2020](#), [Feb 2020](#), [March 2020](#) and [April 2020](#).

**Members or regular participants who are ordained, licensed or commissioned ministers:**

Name	Three-Way or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Rev. Sara Dean	4	Hospital	Chaplain	No
Rev. Liz Liebenstein	No	Nursing Home	Chaplain	No
Rev. Terese Tomanek	4	Nursing Home	Chaplain	No
Rev. Charlotte Franz	No			Yes
Sara Lund	No	Parish	Pulpit Supply	No
Rev. Tom Liddle	4	Mission	Missionary	No

Rev. Bob Stevens	No	Assisted Living Home	Chaplain	Part-time
Rev. John Starke	4	UCC Church	Pastoral	No
Nathan Holst	No	Peace Church	Faith Formation	No
Holly Pederson	4	Hospice	Chaplain	No
Jan Murphy	No	In Care – Peace Church	Chaplain	No

**Previous pastor currenting holding membership in the church:**

Rev. John Pegg, Retired. Occasional preaching and adult education at Peace.

**Current staff, including ministers (excluding Intentional Interim):**

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Faith Formation Minister	Yes	Full Time	Pastor	5 years
Music Director	No	Part Time	Pastor	23 years
Children's Ministry Coord.	No	Part Time	Faith Formation Minister	1 year
Office Manager	No	Part Time	Pastor	19.5 years
Office Coordinator	No	Part Time	Pastor	13.5 years
Bookkeeper	No	Part Time	Pastor	9 years
Building Use Coordinator	No	Part Time	Pastor	2 years
Custodian	No	Full Time	Pastor	13.5 years

**What our demographics and activities reflect about our congregation's overall ministry:**

Many of those who attend Peace Church feel strongly about social justice issues and are not afraid to stand up for what they believe in. They are doers, participating in many activities that work towards the Church's mission. Many members actively participate in Peace Church groups and committees, as well as in the wider community, offering ministries at CHUM (Central Hillside United Ministries), the Food Shelf, Soup Kitchens, Drop-In Centers, and through legislation.

## CHURCH FINANCES

**Our current annual income in most recent fiscal year:**

Source	Amount
Annual Offerings and Pledged Giving	\$460,603
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	\$
Endowment Draw ( <i>beyond what is permitted by spending policy, "drawing down the principal"</i> )	\$
Fundraising Events	\$3542
Gifts Designated for a Specific Purpose	\$
Grants	\$
Rentals of Church Building	\$35,115
Rentals of Church Parsonage	\$
Support from Related Organizations ( <i>e.g. Women's Group</i> )	\$
Transfers from Special Accounts	\$
Other (specify):	\$
Other (specify):non-pledged offering and plate offering	\$46,397
TOTAL	\$545,657

**Our current budget is attached as [Appendix 2](#).**

**Total ministerial support compared to total budgeted expenses:**

- Lead Pastor: 20%
- Faith Formation Minister 11%

**Failure to pay financial obligations to a minister of the church:**

Never failed

**5-for-5 contributions:**

- ✓ Our Church's Wider Mission
- ✓ One Great Hour of Sharing
- ✓ Strengthen the Church
- ✓ Neighbors in Need
- ✓ Christmas Fund

**How OCWM (Basic Support) is gathered:**

OCWM support is a line item in our budget. It represents 4% of our total budget.

**Current indebtedness:**

No debt

**Building program/projects:**

Nothing is planned

**Capital campaigns last 10 years:**

- 2013-14. Remodel fellowship hall and chapel
  - Goal: \$345,000
  - Result: \$360,000
  - Impact: Completed
- 2017-18. Remodel area to provide immigration sanctuary space
  - Goal: \$30,000
  - Result: \$33,000
  - Impact: Completed

**Prominent mission components in our most recent capital campaign:**

In September 2017, the congregation of Peace Church voted overwhelmingly to become a Sanctuary Congregation. This designates our church building as a place where undocumented immigrants in immediate danger of deportation can take refuge while their immigration status is resolved. The capital campaign allowed the development of appropriate living space.

**Endowment:**

None

**Other Assets:**

- Reserves (savings): \$ 46,719
- Investments: \$154,116
- No parsonage

**Buildings owned by the church:**

The church dominates a ¾ acre lot on the hillside of central Duluth. The church contains a 400 seat capacity sanctuary with a new addition. There are no other buildings on the property.

No non-owned buildings or space is used or rented by the church.

**Accessibility:**

All spaces are accessible.

## **Reflection on finances and assets and their impact on our congregation's mission and ministry:**

Our budget process begins in the fall when team leaders are asked to submit requests for financial support for the coming year. These are compiled by our bookkeeper and treasurer. After our annual stewardship campaign concludes, Council leadership reconciles the requests with funding availability and the budget is then submitted to the entire Council for approval. Lastly, the budget is submitted to the congregation at our January Annual Meeting.

Our biggest new ministry is participating in the sanctuary movement referenced elsewhere in this Profile. Construction is complete with funds remaining for ongoing support.

## **HISTORICAL INFORMATION**

**Significant happenings in the history of our church which shaped our identity and most important event in the life of our church in the last 10 years:**



Peace Church will soon mark its 150 anniversary dating back to the establishment of St. Paul's Evangelical and

Reformed Church in 1872. Within that time span there have been many significant happenings. Here are a few:

- 1959-1960 the congregation purchased a building site high on the city's east hillside and constructed a larger and modern structure to house a growing congregation.
- 1991 - A pastoral search was completed and a young, very capable woman was hired to lead the church.
- 2006-2008 - A major multi-phased additions and renovation was financed and undertaken to accommodate a growing church community.
- September 1, 2002 - Peace Church adopted the denomination's Open and Affirming designation. We did proceed with a congregational vote even with the risk of losing members who were opposed to it. Since that time our church has had member growth and a stronger more vibrant church life.

## **A specific change we have recently managed:**

In response to the COVID-19 pandemic almost all church functions have been moved online. Worship and coffee hour, small group ministries and personal and community connection are done through internet technologies. The response has been quick and for the most part effective, made possible with an intergenerational team, staff and laity, hard work, creativity and technical skills.

**Our values and practices when it comes to conflict:**

Peace Church, in accordance with UCC tenets, respects various points of view. Members are free to take issue with pending decisions. It is often the case that final actions by the church body will reflect such opinions. On the corporate level the Coordinating Council moderates church-wide policy. Staff related issues are referred to a Standing Human Resources Committee. Each staff member is paired with a lay member who listens to and advocates on the staff member's behalf.

**Our 30 year ministerial history (all have UCC standing):**

- Rev. Kathryn Nelson: 1991-present
- Rev. Kay Welch (interim): 1990-1991
- Rev. John Pegg: 1986-1990

**What we learned about ourselves and our relationship with our ministerial leadership:**

Our vision for beyond our doors has increased, both physically and financially. Our concern for marginalized persons has grown. The concept of shared ministry by congregational members has brought many more people into caring and leadership positions.

**Pastoral tenure issues:**

- None left under pressure or by involuntary termination
- Never involved in a Situational Support Consultation
- None the subject of Fitness Review

## WHO IS OUR NEIGHBOR?

### COMMUNITY VISION

#### **How our relationships and activities extend outward in service and advocacy:**

Peace Church is involved in a variety of local annual events, such as Martin Luther King Jr. Day activities, events at Duluth's Clayton Jackson, McGhee memorial, peaceful marches during the aftermath of gun violence, like the "March for Our Lives".



We participate in weekly community service at CHUM's homeless shelter and the local women's jail for bible study. We organize monthly volunteers to work at the Damiano Center food kitchen to prepare or serve meals. We have been mobilizing volunteers during this Covid-19 pandemic to help members and the needs of the overall community.

In the past couple of years, we raised money to renovate space to be a Sanctuary Church for refugees in need. Outside of Duluth, we engage in service work, especially with our youth in week-long service trips to help in various cities around the country. Globally, Peace Church has helped support the work of a member family who just spent many years in East Timor. We are also connected to a UCC church in the Philippines.

Our participation in meetings, relationships and activities connecting the wider UCC:

Peace United Church of Christ is one of the larger congregations in the Minnesota Conference, particularly for one that is not in the metropolitan area of St. Paul-Minneapolis. Within our budget, we have prioritized support of the Conference and our church's wider mission and we are proud to be connected to our state and national initiatives. We participate in broader initiatives that grow out of trying to build the beloved community and follow in the way of Jesus.

Our efforts to grow as an anti-racist, multicultural church have been connected to the Minnesota Conference's Racial Justice team which has been working to help the Conference build racial justice within our congregations, Conference, and communities.

Peace works with the Conference to address issues related to climate change - bringing forward resolutions that have gone through both the state and national conference to take a stand for climate justice.

We developed a partnership with the United Church of the Philippines in Mindanao through the Conference. Through Global Ministries, Tom and Monica Liddle, from our congregation, have served as missionaries in East Timor, providing health care and working with local congregations.



Tom and Monica with Livia on the day of her baptism. She almost died of malnutrition in 2010 but is doing well now and just started first grade.

So, while we certainly see our mission being rooted in our local community, our connection to the state, national, and global activities of the UCC influence who we are as a congregation in many important ways.

**“Statements of Witness” that apply to our faith community:**

- ✓ God is still Speaking (GISS)
- ✓ Immigrant Welcoming
- ✓ Just Peace
- ✓ Global Mission Church
- ✓ Open and Affirming (ONA)

**Reflections on what the above “Statements” mean to us:**

For Peace Church, the Statements of Witness are adopted and lived out with conviction; they act as a foundation for the church's role as a prophetic voice in the community on pressing justice issues. As an Open and Affirming congregation, Peace offered a series of adult forums leading up to the marriage equality ballot initiative in Minnesota, and a number of congregation members volunteered to work on that campaign.

More recently, Peace became an Immigrant Welcoming congregation a couple of years after voting to become the first sanctuary congregation north of St. Cloud.

Looking forward, conversation in our congregation and in the community has focused on the urgency and calamity of climate change, so we have been considering the Creation Justice church designation. The adult forums of the past year have followed a theme of creation justice to lay the groundwork for such a declaration.

**Our participation in ecumenical and interfaith activities:**

We actively help organize and host in rotation a Thanksgiving service in which Temple Israel, the Muslims in Duluth, Lutheran and Presbyterian congregations participate. We have a close relationship with an African Methodist congregation. Church members participate in an interfaith committee that works toward racial equality.

**How our Mission Statement compares to actual time spent engaging in different activities:**

Peace Church's mission statement is *“Praising God, Living the Way of Jesus, and Building the Beloved Community.”* This is an organizing principle that shows up in everything from Sunday morning sermons to our annual narrative budget publication.

"Praising God" is practiced through Sunday morning services, which includes an eclectic array of music from various traditions and a rotating cast of local musicians. Peace also offers an Artist's Corner and opportunities in adult forums for visual artists to display and present their work.

"Living the Way of Jesus" is reflected in the various internal ministries Peace has to offer, from Sunday School to Bible studies to a collaborative and accessible organizational structure that allows laity to engage in planning and enacting church priorities.

"Building the Beloved Community," as coined by Martin Luther King, Jr., involves our various justice initiatives. Whether it is serving meals at the Damiano Center,

creating a living space in the church for immigrant sanctuary, or disbursing grants from our Jubilee Fund to finance local justice projects, the members of Peace Church are active and committed to this vision of "beloved community."

### **Our Pastor's community ministry and ministry in and on behalf of the wider church:**

Over the 30 years of our Pastor's service, she has developed strong relationships within the community, both with clergy and lay people involved in social justice issues. One of her passions is jail ministry, which she leads each week and shares with the congregation often during Sunday worship.

It is important to her that she expose the youth of the congregation to community service work during summer Work Camps and Urban Immersion experiences, encouraging them to think of those who are unseen and marginalized.

She participates in and with multi-denominational groups and activities that teach us to listen to and learn from others. She does this as her own personal journey, without the expectation of the Church, but with the Church's blessing and partnership.

### **Mission InSite**

#### **Our use of Mission Insite report:**

We no longer have the Mission Insite Report. As noted below our neighborhood affords us lots of opportunities for outreach and cooperation with local agencies and congregations. We have a wonderful relationship with St. Mark AME

Church, CHUM (Central Hillside United Ministry), the Duluth NAACP and AICHO (American Indian Housing Organization)

### **How our internal demographics compare or contrast to adjacent neighborhoods and other neighborhoods we connect with:**

Peace Church demographics vary widely, and for the most part do not reflect the neighborhood we are located in. The surrounding neighborhood is middle to low income residential housing with the city center less than a mile away. Our growing congregation is made up of working young families, professionals and entrepreneurs. There is also a large constituent of empty nesters and active retirees.

Peace Church connects strongly with the nearby neighborhoods, especially the city center where there is a greater concentration of marginalized, racially diversified, and economically challenged population. Peace Church is a part of the Central Hillside United Ministry (CHUM) which provides shelter, food, and support for these neighbors. Many of the congregation participate in service and social justice issues throughout the community. Peace Church also supports neighbors in the greater community and world through offerings, work camps, and political delegations to provide assistance and awareness of those who are in need of justice and support.





### How the demographics of the community are currently shaping our ministry:

The demographics of the immediate and wider community continue to shape the mission of Peace Church. Peace Church recognizes Christ in each of our neighbors, and the needs of our community as basic needs of all people, especially those marginalized and in need of justice, support and services.

Matthew 25:37-40 states, *“Then the righteous will answer Him, saying, ‘Lord, when did we see You hungry and feed You, or thirsty and give You drink? When did we see You a stranger and take You in, or naked and clothe You? Or when did we see You sick, or in prison, and come to You?’ And the King will answer and say to them, ‘Assuredly, I say to you, inasmuch as you did it to one of the least of these My brethren, you did it to Me.’”*

This is an important mission of Peace Church. The issues affecting these neighborhoods, as well as our greater world neighbors, are those which Peace Church supports in many of its sub-groups including: Climate Justice Team, Racial Justice Team, Migrant Justice Team, Beyond Violence, and Global Ministries.

### What community leaders know about Peace Church:

Peace Church has a reputation within the community as being a non-judgmental place of support, whether it be spiritual, financial, emotional, or physical. We are known throughout the area as an open and affirming community with open doors.

Many community groups and organizations meet within our building including, a day care, AA, NA, and GA support groups, Girl Scouts, yoga and music classes, as well as special community events, concerts, weddings, and funerals.

We are also known throughout the community as a community committed to issues of social justice.

### What new people say when asked what got them involved:

Many of the new people become involved at Peace Church and within the wider community because they have a strong desire to make a difference in some area of the Church’s mission. They see strong, competent leadership in these areas and want to join in on the mission. Many times, it is just a matter of asking for their help and they are happy to join in on such a cause they believe strongly in.



## REFERENCES

Rabbi David Steinberg

Temple Israel

1602 East 2<sup>nd</sup> Street

Duluth MN 55812

218.724.8857

[rabbidavid@jewishduluth.org](mailto:rabbidavid@jewishduluth.org)

- Relationship to Peace Church: Peace Church and Temple Israel represent theologically and socially progressive trends in their respective faith traditions.
- Letter attached as [Appendix 3](#)

Rev. Robyn Weaver

Glen Avon Presbyterian Church

2105 Woodland Avenue

Duluth MN 55803

218.724.1604

[robyn@glenavonchurch.org](mailto:robyn@glenavonchurch.org)

- Relationship to Peace Church: Peace Church and Glen Avon interface in community celebrations, worship services, forums, vigils and supporting the same range of causes.
- Letter attached as [Appendix 4](#)

Lee Stuart, Executive Director

CHUM (Central Hillside United Ministry)

102 West Second Street

Duluth MN 56802

218.720.6521

[lstuart@chumduluth.org](mailto:lstuart@chumduluth.org)

- Relationship to Peace Church: Peace Church is one of most faithful members of CHUM, participating fully in all CHUM initiatives and supporting it from a financial aspect by including it in their budget.
- Letter attached as [Appendix 5](#)

Stephan Witherspoon, President

NAACP Duluth MN Branch

310 N. 1st Avenue West

Duluth MN 55801

218.302.1865

[branch@duluthnaACP.org](mailto:branch@duluthnaACP.org)

- Relationship to Peace Church: Peace Church is visible in the community, working to ensure there is inclusion in their faith community.
- Letter attached as [Appendix 6](#)

## CLOSING THOUGHTS

### Our Closing Prayer:

Our dream at this time is for an Intentional Interim Pastor who can guide us through the grief of the retirement of our Pastor of 30 years; to help us to identify who we are, the direction we need to be going, acknowledging the goals we already have and exploring other possibilities. This will lead us toward the goal of picturing the pastoral leader we hope to call for the future.

The hymn, “I Sing a Song of the Saints of God“, says something about the value of those who have gone before us, the variety they represent and the strong faith they had. It also suggests that there are saints all around us and that we can join them all in following Jesus and living love.

♪ I sing a song of the saints of God ... faithful their whole lives through, who bravely labored, lived and died for the God they loved and knew.

And one was a doctor, and one was a queen and another a shepherd in pastures green; they were saints of God, if you know what I mean. God help me to be one too.♪

♪ They loved their God and they lived that love. It was loving that made them strong. They did what was right for Jesus sake, lived justly their whole lives long.

And one was a prophet, and one was a priest, and another was slain by a fierce wild beast; there is no earthly reason, none in the least, why I shouldn't be one too.♪

♪ They lived not only in ages past, there are hundreds of thousands still. The world is filled with living saints who choose to do God's will.

You can meet them in school, on the road, or at sea, on a church, a train, in a shop or at tea: for the saints are folk like you and like me, and I mean to be one too.♪

~Amen

## 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 a 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.

### **Individuals and groups who contributed to the contents of our Local Church Profile:**

Members of the Peace Church Intentional Interim Search Committee:

- Laurie Berner
- Doug Bowen-Bailey
- Hope David
- Richard Goese, Co-Chair
- Thomas Hystead
- Robert Stevens
- Diane Swanoski
- Leanne Ventrella, Co-Chair

**Signed:** Richard Goese and Leanne Ventrella, Co-Chairs on May 14, 2020.

## VALIDATION BY CONFERENCE/ASSOCIATION

The congregation is currently in good standing with the Minnesota Conference of the United Church of Christ.

Staff Comment: True

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

Staff Comment: True

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

Staff Comment: True

My signature below attests to the above three items.

Signature: 

Name: Rev. Shari Prestemon, Conference Minister

Email: [sharip@uccmn.org](mailto:sharip@uccmn.org)

Phone: 612-871-0359 (o) OR 228-547-2405 (cell)

Date: 5/16/2020

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*

## APPENDIX 1



### **PEACE UNITED CHURCH OF CHRIST** 1111 N. 11<sup>th</sup> Avenue E, Duluth MN 55805

Peace United Church of Christ in Duluth, MN is a vital, growing and progressive Christian congregation. The Intentional Interim Pastor serves as the leader of the congregation and church staff, with a full range of pastoral duties and a focus on preaching and coordinating worship. The Intentional Interim Pastor will work with the congregation to assess, nurture and implement its present and future vision, as expressed in the Mission Statement and Long Range Plan, by analyzing the current system in collaboration with church leaders, staff and MN Conference leaders.

#### **QUALIFICATIONS:**

- Master's Degree in Divinity
- 5+ years of experience in pastoral leadership position
- Proven ability handling a budget of \$500,000 a year
- Effective oral and written communication skills
- Proven ability to empower others to carry out responsibilities
- Understanding of general Human Resources practices
- Demonstrated qualifications in leading a congregation through a successful interim process.

#### **SUMMARY OF DUTIES AND RESPONSIBILITIES**

##### Preaching and Worship Leadership

Create nurturing, challenging and meaningful worship experiences for a diverse and multi-generational congregation by:

- Planning and leading meaningful Sunday morning worship services, which includes coordinating with the Faith Formation Minister, the Music Director and the Worship & Arts Team.
- Providing intellectual, practical, spiritual leadership in sermons
- Leading special worship services, e.g. Thanksgiving, Holy Week and Advent Prayers Around the Cradle and Lenten Prayers Around the Cross, monthly Taize services
- Leading worship services for members and friends of the congregation's weddings, funerals and baptisms
- Maintaining personal spiritual journey so are able to sustain the strength and vision to lead the congregation

### Pastoral Care

Provide pastoral support through:

- Pastoral counseling and support to members during important life transitions, and in times of grief and celebration
- Visiting and giving comfort to members who are sick, in crisis or home-bound
- Scheduled office hours and availability for appointments as needed outside of office hours

### Teaching

Educate the congregation by and through:

- Developing and leading adult education programs in coordination with the Faith Formation Minister and Adult Education Team. This includes both the Sunday Forum and Small Group Ministries.
- Wednesday evening activities – providing leadership for opening devotion and activities, including leading Bible Study and confirmation classes
- Planning and implementing the confirmation program, including regular classes and retreats.
- Acting as a consultant to the Children's Ministry Coordinator, who is supervised by the Faith Formation Minister

### Supervising and coordinating staff

- Using "team" oriented style which would include the ideas and expertise of the staff, the council, the committees, pastoral professionals and the congregation. This would include teambuilding.
- Assuring staff competence in their work, in interactions with others including congregation and job satisfaction

### Administration

Be responsible for the church business functions including finance, property, human resources and stewardship and work in collaboration with Committees as appropriate

### Community Involvement

Maintain Peace Church participation in community justice work

### Interim Work

Provide support and leadership to a congregation undergoing change by:

- Assisting the congregation to assess where it is and to clarify vision for future. Analyze with assistance of church leaders, staff and conference leaders
- Leading the congregation through the period of grieving, renewing commitments, and being comfortable going forward.

## APPENDIX 2

PEACE UNITED CHURCH OF CHRIST						
BUDGET ANALYSIS						
December 2019						
	Current Month	Actual to Date	Budget to Date	Difference	Yearly Budget	Budget Remaining
<b>INCOME</b>						
Carryover	0.00	1,237.78	1,237.78	0.00	1,237.78	0.00
Pledges	43,323.80	455,033.96	0.00	455,033.96	455,000.00	-33.96
Non-pledged	9,766.00	39,153.73	0.00	39,153.73	35,000.00	-4,153.73
Plate Offering	1,726.17	7,242.97	0.00	7,242.97	7,300.00	57.03
Cornerstone	2,390.00	25,680.00	0.00	25,680.00	25,680.00	0.00
Rent	484.00	9,435.00	0.00	9,435.00	10,000.00	565.00
Other Miscellaneous Income	0.00	3,282.75	0.00	3,282.75	700.00	-2,582.75
Planned Withdrawal from Special Bldg Fund	4,123.24	4,123.24	0.00	4,123.24	4,123.24	0.00
<b>TOTAL BUDGETED INCOME</b>	<b>61,813.21</b>	<b>545,189.43</b>	<b>1,237.78</b>	<b>-543,951.65</b>	<b>539,041.02</b>	<b>-6,148.41</b>
<b>EXPENSES</b>						
Acting for Justice/Local Ministry	0.00	2,345.45	0.00	-2,345.45	2,000.00	-345.45
OCWM (Denominational Support)	2,000.00	24,000.00	0.00	-24,000.00	24,000.00	0.00
Association Dues	500.00	6,000.00	0.00	-6,000.00	6,000.00	0.00
Campus	0.00	500.00	0.00	-500.00	500.00	0.00
CHUM	1,416.67	17,000.04	0.00	-17,000.04	17,000.00	-0.04
Gabriel Project	419.00	5,028.00	0.00	-5,028.00	5,028.00	0.00
Habitat Duluth	0.00	1,000.00	0.00	-1,000.00	1,000.00	0.00
St, Marks	0.00	850.00	0.00	-850.00	850.00	0.00
One Roof	0.00	1,000.00	0.00	-1,000.00	1,000.00	0.00
Loaves & Fishes	0.00	750.00	0.00	-750.00	750.00	0.00
The Liddles	0.00	2,000.00	0.00	-2,000.00	2,000.00	0.00
Seafarer's Ministry	0.00	250.00	0.00	-250.00	250.00	0.00
Seminary (UTS)	78.75	945.00	0.00	-945.00	945.00	0.00
Soup Kitchen (Damiano)	0.00	850.00	0.00	-850.00	850.00	0.00
Witness for Peace	0.00	800.00	0.00	-800.00	800.00	0.00
All Nations Indigenous Center	0.00	0.00	0.00	0.00	0.00	0.00
Sanctuary Honorariums	0.00	0.00	0.00	0.00	200.00	200.00
<b>Total Christian Service</b>	<b>4,414.42</b>	<b>63,318.49</b>	<b>0.00</b>	<b>-63,318.49</b>	<b>63,173.00</b>	<b>-145.49</b>
<b>Christian Education</b>						
Adults	54.80	2,246.73	0.00	-2,246.73	1,500.00	-746.73
Children	0.00	3,388.15	0.00	-3,388.15	3,100.00	-288.15
Intergenerational	367.02	428.55	0.00	-428.55	250.00	-178.55
Library	0.00	260.43	0.00	-260.43	250.00	-10.43
Youth	12.08	3,120.31	0.00	-3,120.31	3,500.00	379.69
Youth Mission Trip	0.00	3,500.00	0.00	-3,500.00	3,500.00	0.00
Confirmation	12.45	1,643.74	0.00	-1,643.74	1,500.00	-143.74
<b>Total Christian Education</b>	<b>446.35</b>	<b>14,587.91</b>	<b>0.00</b>	<b>-14,587.91</b>	<b>13,600.00</b>	<b>-987.91</b>
<b>Spiritual Life Board</b>						
Food & Fellowship	22.50	1,505.81	0.00	-1,505.81	2,000.00	494.19
Shared Ministry	84.66	289.69	0.00	-289.69	700.00	410.31
Worship & Arts	1,081.90	5,004.63	0.00	-5,004.63	4,500.00	-504.63

Health & Wellness (OWL)	0.00	0.00	0.00	0.00	100.00	100.00
Wednesday Night Meals	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total Spiritual Life</b>	<b>1,189.06</b>	<b>6,800.13</b>	<b>0.00</b>	<b>-6,800.13</b>	<b>7,300.00</b>	<b>499.87</b>
<b>Stewardship Board</b>						
Drive	22.00	1,456.87	0.00	-1,456.87	1,200.00	-256.87
Memorials Plaque	0.00	0.00	0.00	0.00	100.00	100.00
<b>Property:</b>						
Custodial Supplies	-19.75	2,619.84	0.00	-2,619.84	2,400.00	-219.84
Electricity	812.00	9,744.00	0.00	-9,744.00	9,600.00	-144.00
Fuel	728.00	8,802.00	0.00	-8,802.00	9,216.00	414.00
Garbage	433.06	4,589.53	0.00	-4,589.53	3,900.00	-689.53
Lawn	0.00	0.00	0.00	0.00	0.00	0.00
Maintenance/Projects	671.39	21,231.57	0.00	-21,231.57	20,000.00	-1,231.57
Property Insurance	706.59	8,457.28	0.00	-8,457.28	8,000.00	-457.28
Snow (Sanding pkg lot)	2,135.00	5,835.00	0.00	-5,835.00	3,000.00	-2,835.00
Taxes and Fees	25.30	2,309.13	0.00	-2,309.13	2,400.00	90.87
Water & Sewage	297.00	2,546.74	0.00	-2,546.74	3,756.00	1,209.26
<b>Total Stewardship Board</b>	<b>5,810.59</b>	<b>67,591.96</b>	<b>0.00</b>	<b>-67,591.96</b>	<b>63,572.00</b>	<b>-4,019.96</b>
<b>Office &amp; Miscellaneous</b>						
Office:						
Internet/DSL	84.99	929.97	0.00	-929.97	900.00	-29.97
Communications	262.45	4,450.50	0.00	-4,450.50	4,500.00	49.50
Copy Machine	0.00	7,394.38	0.00	-7,394.38	7,250.00	-144.38
Office Supplies	126.08	3,174.34	0.00	-3,174.34	3,200.00	25.66
Technology Committee	0.00	1,224.50	0.00	-1,224.50	1,500.00	275.50
Envelopes	0.00	151.92	0.00	-151.92	152.00	0.08
Cell Phone - Pastor	180.00	360.00	0.00	-360.00	360.00	0.00
Human Resources	288.36	1,148.97	0.00	-1,148.97	700.00	-448.97
Historical Committee	0.00	-100.00	0.00	100.00	100.00	200.00
<b>Total Office &amp; Miscellaneous</b>	<b>941.88</b>	<b>18,734.58</b>	<b>0.00</b>	<b>-18,734.58</b>	<b>18,662.00</b>	<b>-72.58</b>
<b>Payroll Employees</b>						
Salaries	12,795.92	175,991.16	0.00	-175,991.16	175,368.36	-622.80
FICA & Medicare	1,255.84	17,022.22	0.00	-17,022.22	17,904.93	882.71
Health Insurance	559.25	6,069.95	0.00	-6,069.95	6,741.12	671.17
Health Savings Account	0.00	1,000.00	0.00	-1,000.00	1,000.00	0.00
<b>Employee Total</b>	<b>14,611.01</b>	<b>200,083.33</b>	<b>0.00</b>	<b>-200,083.33</b>	<b>201,014.41</b>	<b>931.08</b>
<b>Payroll - Pastor</b>						
Salary	5,001.92	65,024.96	0.00	-65,024.96	65,025.00	0.04
Housing	1,538.46	19,999.98	0.00	-19,999.98	20,000.00	0.02
Pension	1,098.25	13,179.00	0.00	-13,179.00	13,178.88	-0.12
SECA	500.34	6,504.42	0.00	-6,504.42	6,504.41	-0.01
Insurance	0.00	0.00	0.00	0.00	0.00	0.00
<b>Pastor Total</b>	<b>8,138.97</b>	<b>104,708.36</b>	<b>0.00</b>	<b>-104,708.36</b>	<b>104,708.29</b>	<b>-0.07</b>
<b>Payroll - Youth &amp; Faith Formation Minister</b>						
Salary	3,726.40	48,443.20	0.00	-48,443.20	48,443.20	0.00
Health Insurance	525.54	6,082.41	0.00	-6,082.41	5,455.80	-626.61
Life & Disability Insurance	59.36	712.32	0.00	-712.32	712.32	0.00

<b>Youth &amp; Faith Formation Minister Total</b>	<b>4,311.30</b>	<b>55,237.93</b>	<b>0.00</b>	<b>-55,237.93</b>	<b>54,611.32</b>	<b>-626.61</b>
<b>Payroll Miscellaneous</b>						
Peace Bell Assistant	300.00	975.00	0.00	-975.00	0.00	-975.00
Travel Expenses - Pastor	207.00	3,081.77	0.00	-3,081.77	3,000.00	-81.77
Professional Development - Pastor	0.00	122.00	0.00	-122.00	750.00	628.00
Travel Expense-Faith Form & Staff	0.00	895.63	0.00	-895.63	2,100.00	1,204.37
Prof Dev -Faith Form Minister	0.00	1,150.75	0.00	-1,150.75	600.00	-550.75
Pulpit Supply	0.00	900.00	750.00	-150.00	300.00	-600.00
Custodial Substitute	73.44	942.48	600.00	-342.48	750.00	-192.48
Workers Compensation	347.49	4,270.54	0.00	-4,270.54	3,500.00	-770.54
Interpreters	0.00	0.00	0.00	0.00	100.00	100.00
Annual Meeting	0.00	882.00	0.00	-882.00	700.00	-182.00
<b>Miscellaneous Total</b>	<b>927.93</b>	<b>13,220.17</b>	<b>1,350.00</b>	<b>-11,870.17</b>	<b>11,800.00</b>	<b>-1,420.17</b>
<b>Total Payroll</b>	<b>27,989.21</b>	<b>373,249.79</b>	<b>1,350.00</b>	<b>-</b> <b>371,899.79</b>	<b>372,134.02</b>	<b>-1,115.77</b>
<b>TOTAL EXPENSES</b>	<b>40,791.51</b>	<b>544,282.86</b>	<b>1,350.00</b>	<b>-</b> <b>542,932.86</b>	<b>538,441.02</b>	<b>-5,841.84</b>
<b>BALANCE INCOME/EXPENSES</b>	<b>21,021.70</b>	<b>906.57</b>				

## APPENDIX 3



Rabbi David Steinberg

Rob Shablott, President

April 22, 2020/ 28 Nisan 5780

To: Doug Bowen-Bailey, Peace UCC Church

From: Rabbi David Steinberg, Temple Israel

Dear Doug,

Thank you for inviting me to provide a reference for your search committee as you seek to recruit an interim minister for Peace Church for when Pastor Kathy Nelson retires at the end of 2020. Pastor Kathy certainly is leaving a very rich and profound legacy not only for your congregation but for the wider Duluth community as well as she prepares to conclude her decades of ministry here.

I arrived in Duluth to take up my current post just under ten years ago, in August 2010. Right from the start Pastor Kathy has been a welcoming and supportive colleague to me and someone whom I also like and admire personally. From my perspective as rabbi of the local Reform/Reconstructionist synagogue, I feel a deep sense of kinship not only with Pastor Kathy but also with the Peace UCC Church congregation in general as we both represent theologically and socially progressive trends in our respective faith traditions.

Pastor Kathy and I have worked together on various interfaith activities including Thanksgiving and MLK weekend services, as well as interfaith gatherings around other issues such as gun control advocacy, LGBT Pride weekend, communal responses to acts of international and domestic terrorism, and immigration reform. I always feel welcome and comfortable when I have occasion to visit Peace Church and that is in no small measure a reflection of the environment that Pastor Kathy has helped to nurture there.

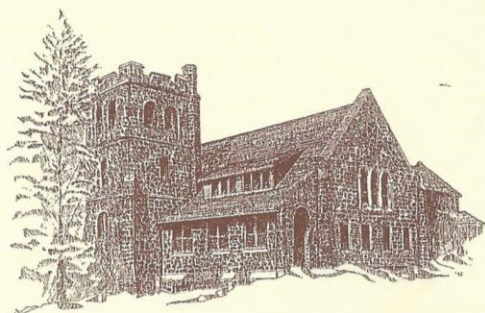
I wish her and her family health and happiness in the years ahead, and I have no doubt that Peace Church will continue to go from strength to strength.

If I can be of further assistance in this matter, please don't hesitate to contact me.

L'shalom,

Rabbi David Steinberg

## APPENDIX 4



*...where people seek the  
Gracious, Active Presence of Christ*

### *Glen Avon Presbyterian Church*

*2105 Woodland Avenue  
Duluth, Minnesota 55803-2297  
Phone: 218-724-1604  
Pastors Study: 218-724-7238  
office@glenavonchurch.org*

April 30, 2020

To whom it may concern:

A central scripture passage that gives shape to our work as communities of faith comes from Isaiah 58: “You will be called menders of the breach.” In various ways, the ministries of Peace U.C.C. and Glen Avon Presbyterian Church interface: in community celebrations, worship services, forums, vigils, splitting monthly Wednesday breakfasts at our local Drop-In Center (for 18 years now), and traveling together on a bus to participate in advocacy for a range of causes at the state capital. In short, the Glen Avon congregation has come to understand that Peace Church holds breach-mending as a deep, core principle for their work.

I see this played out at Peace in a variety of ways: as a voice for remembering the immigrant and border crisis that our country faces, in emphasizing the importance of sanctuary, advocacy and welcome for the LGBTQ community in Duluth, and in providing safe space for a number of community groups who gather to be a part of healing brokenness in our world. Some of this has not been easy or well-received by the broader community, but Peace Church has persisted and persisted.

Worship is central to Peace Church’s life together. Where is time for reflection found? In the resting place and the seed planting worship found at this congregation. Musical gifts abound from jazz to classical. Prayers are shared, reading of scripture is offered, and messages are given by Pastor Kathy Nelson, mission/partnership workers, and other leaders. “Signing” the service means all are made welcome, all can share in the blessings of gathering together. Forums and meal times provide reflective, joyful, and intentional spaces to consider how to live outwardly faithful lives, empowered by being together. I have personally valued the Good Friday service that has become a tradition for the Peace, Pilgrim, and Glen Avon congregations to share. It’s a rare moment for quiet, for hearing the story of Holy Week, and for joining together to sing “Were You There When They Crucified My Lord?”

Areas for growth are the areas that challenge all of us these days: how to continue to be welcoming in a culture growing more and more divided and splintered. Are there ways for us to cross the divides of politics, to close the gap between liberals and conservatives? What can Peace Church do to mend this breach? Our views of scripture often divide us. This is understandable, but what might be the steps we can take to bridge the divide?

Sincerely,

*Rev. Robyn Weaver*

Rev. Robyn Weaver

Pastor Glen Avon Presbyterian Church

## APPENDIX 5



April 22, 2020

Letter of reference for Peace Church

To the Congregation of Peace Church:

I am writing this letter from my perspective as the Executive Director of CHUM, an interfaith coalition of 43 congregations, including Peace, that for over 45 years has been Duluth's primary safety net for people experiencing homelessness, hunger, and various forms of social isolation. Peace is one of the most stalwart and faithful members of CHUM. Peace Church members have served breakfast every other Wednesday at the homeless shelter for something like 20 years. Peace hosts CHUM Church (an inclusive worship and religious education experience for people with disabilities and their caregivers). Peace includes CHUM in the Church budget, giving an average of \$18,500 a year over the past four years toward CHUM's work, and Peace participates fully in every CHUM initiative to raise awareness and meet the basic needs of Duluth's most vulnerable and impoverished people. In addition, many Peace congregants volunteer at CHUM and are major donors in their own right.

In a broader scope, Peace Church is widely recognized as the standard-bearer for progressive Christianity in Duluth. In addition to the charitable works related to CHUM, Peace's ministries include intensive internal and community level leadership on dismantling racism and the doctrine of discovery, becoming a Sanctuary church for people at risk of deportation, and providing leadership from the faith community for environmental issues such as climate change and water protection. Peace maintains strong ties with Duluth's African Heritage, Indigenous and Muslim leadership. This is important, as Duluth is becoming a more diverse city.

A theme I see through everything at Peace is stewardship. Stewardship of each other, of the Peace facilities and resources, of their neighbors, of the community, and of the earth and all creation. Better than most, they can bridge the local-national-international spectrum of concern for and action against poverty, racism, sovereignty, and environmental challenges.

Although Peace is primarily a white, middle class to affluent Church, it is more diverse than that. Because of the Church's long connection to CHUM and Pastor Kathy's service at the St. Louis County Jail (the only "main line" pastor with regular presence in the jail), Peace has members who are decidedly at the margins of Duluth. I have been particularly impressed that Peace provides cabs for people with lower incomes (or no other transportation) to help them get to church.

In terms of worship, Peace has a reputation for good music, good preaching, and good fellowship. Religious education and formation for adults and youth is well developed, and there are enough children to ensure Peace as a thriving congregation for another generation or two. This is important in an era of the declining role of church in many people's lives.

Peace will warmly receive a new pastor and Peace Church's tradition of hospitality, teaching and collaboration will be in full gear. It is sometimes a challenge to follow a long-term and beloved leader. If I were under consideration as a candidate, I would ask the hiring committee:

- Why do you attend Peace Church?
- What is Peace Church complacent about?
- Where does Peace Church exhibit prophetic imagination?
- Is the lay leadership pool for the church's ministries expanding or are the "same crowd" doing the same thing they have done for years?
- What are the lay leadership networks like? Does the choir hang with choir, book club with book club, breakfast crowd with breakfast crowd? Are they all the same people doing the apostolic work, or different groups doing different things? How do those groups relate to one another?
- Tell me something about your top 10 lay leaders. What makes them in the top ten? Who are their followers? What do those leaders need to grow? How are they developing the talents of their followers?
- Now tell me something about your "leaders in the wings" – who is the next generation to take on significant internal and external ministries? Is there a succession plan or leadership rotation plan so that nothing becomes overly dependent on a charismatic or senior member?
- What are the emerging issues in Duluth that Peace needs to prepare for?
- If offered the position, I would want a "pastoral support team" – a group of people trusted by the congregation to mentor me and with whom I can bounce off ideas, ask questions about what I am learning, hear constructive criticism and offer the same in a safe space. Do you have plans for this, or would I create it myself?
- Tell me about the infrastructure needs at Peace – roof ok? Heating system good? Any major systems needing replacement any time soon?
- What is the greatest mistake I could make in my first six months?

The pastor of Peace Church has a major role and standing among the faith community of Duluth, and in the City as a whole. The person filling this position next needs to maintain a commitment to the inner life of the church (worship and faith formation), the charitable works of the church (CHUM and others), and the prophetic voice for justice consistent with the reign of a benevolent and compassionate Creator. It is a pulpit of tremendous power to love and to act.

Sincerely,



Lee Stuart

CHUM Executive Director

## APPENDIX 6



### NAACP Duluth Branch

April 13, 2020  
Peace United Church of Christ

To Whom It May Concern,

My name is Stephan Witherspoon and I am the current president of the Duluth Branch of the NAACP. Peace United Church of Christ has been a pillar in our community for years sharing & teaching the gospel and directly working with community members who reside there. The acknowledgement for people in all circles of life have been a focal point the church has worked on to not exclude anyone and believing that all are welcome at the Lord's table. Which makes Peace United Church of Christ in my opinion a major asset to our community.

Peace United Church of Christ has done and continues to serve our community well. I encourage them to be consistent in that so our community members can always have a reliable resource of faith and other essentials especially in times of despair.

During this Covid-19 crisis, I have directly worked with Peace United Church of Christ to provide struggling community members some monetary relief so they could get their basic human needs met. This project up to date has blessed about 20 families in our community.

I am honored & excited to continue to work with Peace United Church of Christ. They have shown our community they are there to share & teach the gospel and serve them in real time. For that is true blessing and much needed now more than ever!

Many Blessings,

*Stephan Witherspoon, President  
Duluth Branch of the NAACP*

(218) 342.1865  
info@duluthnaacp.org

**Physical**  
310 N. 1st Ave West  
Duluth, MN

**Mailing**  
P.O. Box 484  
Duluth, MN 55801

"fighting to eliminate  
systemic racism"

duluthnaacp.org  
f t i @duluthnaacp