

UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

Peace United Church of Christ
Brillion, Wisconsin

Rev. Beverly Davis, Interim

Wisconsin Conference, United Church of Christ

8/22/2022

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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)

LISTING INFORMATION

Church name: **Peace United Church of Christ**

Street address: **489 S. Glenview Avenue, Brillion, Wisconsin**

Supplemental web links: **<https://www.facebook.com/peaceuccbrillion>**

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

Conference: **Wisconsin Conference**

Association: (824) **United Church of Christ; Church #860310**

UCC Conference or Association Staff Contact Person

Rev. Jane Anderson, Associate Conference Minister

4459 Gray Rd. De Forest, WI 53532

920-540-2586, Cell Phone

janderson@wcucc.org

Summary Ministry Description:

Historically, we have had a strong, vibrant church. Members are very active part of church life and active in the life of our community. Recently, our congregation has experienced several significant pastoral transitions that have led to a decline in both membership and participation. The search committee sees the church as a community waiting to grow and become a stronger group. We are seeking someone who has a vision and a mission to make it happen here in Brillion, a small-town community located just 20 miles east of the Fox Cities, 25 miles south of Green Bay and less than an hour's drive from Lake Michigan.

What we value about living in our area:

There are many things that we value about living in Brillion. One is the quiet and friendly atmosphere that you feel when you are in our community. We are a small town that is close to three major cities. We have a great school system and have a lot for families to do in the area.

Current size of membership: **As of 2021 our membership was 98 registered members.**

Languages used in ministry (*other than English*): **NA**

Position Title: **Pastor**

Position Duration (*choose one, delete the other options listed*):

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. We are looking for a shared ministry with another congregation

Compensation Level (*choose one, delete the other options listed*):

Shared Pastor with another congregation. Compensation package would be negotiated with the other congregation and the Called Pastor, however we would foresee this being a complete split of one package with each congregation paying a portion of the total package.

Does the total support package meet conference compensation guidelines? **Yes**

SCOPE OF WORK

(add here the Scope of Work developed by your church using the Call Agreement Workbook)

Core Competencies:

Our church is looking for a pastor who is skilled at preaching and good pastoral care to active members and those no longer able to attend church, recruit new members/grow our membership, and enjoy working with our youth and encouraging them back to church.

We do have an online presence which we would love to not only continue, but to grow and reach those looking to receive the Word of God in their home and community.

COMPENSATION AND SUPPORT

Salary Basis: Due to the unique nature of a shared minister, we would look at splitting a full compensation package with another congregation at the Step as stated in the “Wisconsin Conference UCC-Authorized Ministry Salary Guidelines 2021-2023” document.

Benefits: **Salary plus Benefits**

An initial compensation package would be similar to the example below, however final compensation would be determined based on the negotiation with shared ministry congregation.

Example A:

Compensation	Amount w/Housing Allowance
Cash Salary	\$40,000.00
Housing Allowance	\$15,500.00
TOTAL SALARY*	\$55,500.00
Annuity/Pension	\$5,250.00
Life & Disability	\$500.00
Social Security/Medicare 7.65%	\$4,246.00
Health Insurance	\$13,000.00
Dental Insurance	\$1,050.00
TOTAL COMPENSATION w/HOUSING ALLOWANCE	\$79,546.00

EXPENSES SUPPORTING MINISTRY	
Auto/Travel Reimbursement (Mileage at IRS annual rate)	\$500.00
UCC Meetings/Etc.	\$250.00
Books & Resources	\$250.00
Continuing Education	\$250.00
TOTAL REIMBURSEMENT FOR MINISTRY EXPENSES	\$1,250.00
TOTAL PACKAGE	\$80,796.00
Less 50% Shared Ministry	\$40,398.00
TOTAL PEACE UCC COMPENSATION	\$40,398.00

*Based on Step C of WI Conf. UCC Compensation Guidelines 2021-2023

What is the expected living situation for your next minister? **We do not have a parsonage available, so a housing allowance would be included in the compensation package as per guidelines referenced above. In the event that another congregation we are sharing with would have a parsonage, we would negotiate compensation accordingly.**

Comment on the residential/commuting expectations for your next minister.

Living in the area or within driving distance of the church. Mileage would be paid for church business from the church proper or home (whichever is closer) to place of business and back to church proper or home (whichever is closer).

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

We have a great ecumenical relationship with our area churches, including monthly meetings of clergy and annual shared services during Lent. We have utilized the resources available through the Northeast Association of the WI UCC for professional services during times of need for our minister. We also have a Pastor/Parish Committee for open, candid conversation between our minister and the congregation and/or Church Council.

If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment: **Our church congregation is willing and able to make changes to our schedule if needed to support our new minister. We understand that a work/home life balance is essential and that office hours may be by appointment. A close relationship with our church's Office Administrator is essential to the working life of the church and can be done via email, phone or in-person.**

WHO IS GOD CALLING TO MINISTER WITH US?

Describe the ministry goals you envision your next minister co-collaborating with the congregation to achieve. **We look to God to lead a pastor to us who is a leader and knows how to use his/her leadership skills to grow our church. We are looking for a pastor who is spiritual and shows enthusiasm and a willingness to bring fresh, new ideas/perspective to our church. We are looking for a renewed energy in our worship.**

Describe how your vision of the minister you are now seeking will assist the congregation in making an impact beyond its walls. **Our church has always had a mission to extend what we**

do to help make an impact outside our walls. Our new pastor needs to have a vision of helping others in our greater community and have a positive outlook on our community.

Specify language requirements or culturally-specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling. **We do not require a need for a pastor who has a second language skill, however we would welcome a pastor who speaks Spanish. Our community does have many Spanish speaking families.**

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.

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 your entire mind." (Matthew 22:37 NRSV)

Who is God calling you to become as a congregation?

We believe that "God calls the whole church and every member to participate and extend the ministry of Jesus Christ by witnessing to the Gospel in church and society."

Our church Mission statement is: "At Peace United Church of Christ we are an open and welcoming church helping the world community and each other as we live and believe in Jesus' message of compassion, forgiveness, mission and God's love."

While this is our Mission Statement, we have not discussed starting the Open and Affirming (ONA) process.

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

We changed our Christian Education for youth from after church on Sundays to during the church service. Youth attend the first part of the service and then go to Sunday School after a Children's Time part of the service. This has allowed parents to be more attentive during the service and given them back some time on Sunday mornings. The hard part is finding teachers as they do not want to give up worship time to teach. It is working but may need some tweaks.

We have lost youth and families during the pandemic and have yet to see them return to Sunday morning services. We are looking for ways to keep them involved in the church overall.

We did start streaming services during the pandemic and have continued to do so after returning to in-church services. We have seen a small, but consistent viewership of the streamed services and want to continue and possibly grow this area.

We have also recently added video screens to the sanctuary to enhance our services and begin to move away from paper bulletins.

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

CONGREGATIONAL REFLECTIONS

Describe your congregation’s life of faith.

We believe in the triune God: Creator, resurrected Christ, the sole Head of the church, and the Holy Spirit, who guides and brings about the creative and redemptive work of God in the world.

We believe that each person is unique and valuable. It is the will of God that every person belong to a family of faith where they have a strong sense of being valued and loved.

We believe that each person is on a spiritual journey and that each of us is at a different stage of that journey.

We believe that the persistent search for God produces an authentic relationship with God, engendering love, strengthening faith, dissolving guilt, and giving life purpose and direction.

We believe that all of the baptized ‘belong body and soul to our Lord and Savior Jesus Christ.’ No matter who – no matter what – no matter where we are on life’s journey – notwithstanding race, gender identity or expression, sexual orientation, class or creed – we all belong to God and to one worldwide community of faith. All persons baptized – past, present and future – are connected to each other and to God through the sacrament of baptism. We baptize during worship when the community is present because baptism includes the community’s promise of ‘love, support and care’ for the baptized – and we promise that we won’t take it back – no matter where your journey leads you.

We believe that all people of faith are invited to join Christ at Christ’s table for the sacrament of Communion. Just as many grains of wheat are gathered to make one loaf of bread and many grapes are gathered to make one cup of wine, we, the many people of God, are made one in the body of Christ, the church. The breaking of bread and the pouring of wine reminds us of the costliness of Christ’s sacrifice and the discipleship to which we are all called. In the breaking of bread, we remember and celebrate Christ’s presence among us along with a ‘cloud of witnesses’ – our ancestors, family and friends who have gone before us. It is a great mystery; we claim it by faith.

We believe the UCC is called to be a united and uniting church. “That they may all be one.” (John 17:21) “In essentials—unity, in nonessentials—diversity, in all things—charity,” These UCC mottos survive because they touch core values deep within us. The UCC has no rigid formulation of doctrine or attachment to creeds or structures. Its overarching creed is love. UCC pastors and teachers are known for their commitment to excellence in theological preparation, interpretation of the scripture and justice advocacy. Even so, love and unity in the midst of our diversity are our greatest assets.

We believe that God calls us to be servants in the service of others and to be good stewards of the earth’s resources. ‘To believe is to care; to care is to do.’

We believe that the UCC is called to be a prophetic church. As in the tradition of the prophets and apostles, God calls the church to speak truth to power, liberate the oppressed, care for the poor and comfort the afflicted.

We believe in the power of peace, and work for nonviolent solutions to local, national, and international problems.

We are a people of possibility. In the UCC, members, congregations and structures have the breathing room to explore and to hear ... for after all, God is still speaking, ..

Describe several strengths or positive qualities of your congregation.

Our congregation has a strong desire to be mission focused. We have done mission work throughout the year and continue to reach out to help those outside our church walls. Our Love Baskets and Perennial Plant Sale are just a couple of our local missions we do each year. Globally, we have purchased 5 Arcs for the Heifer International project, raised funds to dig wells in South America and sponsored school/college for students from Africa. We have a well-maintained facility, which includes sanctuary, large gathering area and kitchen, an education wing and offices. We also do an annual Chicken Fry, which is our major community fundraiser. This event brings many community members thru our doors, as well as bringing all of our members together to work together.

Describe what worship is like when your congregation gathers.

Our members love to sing and enjoy the music during our services. They are a friendly group that enjoys the company of those around them. We all participate in the baptisms, weddings and funerals that happen in our church. We will cook, serve and set up the church for special events. We enjoy hearing stories from the bible, but like it when we can relate the bible stories and teachings to our daily lives. We like a pastor who speaks to the people of the church and shows us what we can learn from the bible. There is a need to sometimes explain what a bible verse means.

Describe the educational program/faith formation vision of your church.

We do not have a vision for our educational faith/programs for our church. We have experimented with an Adult Christian Education program, but it was not well attended.

With the recent lack of youth present at services, the few children there have a wide age range. As such, we have tailored classed toward more of project-based lessons by making cards for shut-ins, helping in the garden for the plant sale and other service oriented projects.

Describe how your congregation is organized for ministry and mission.

Our congregation is organized into several committees that members choose to serve on. Members find out about the committees and openings on them through our weekly announcement sheets, emails, newsletters and verbally by simply asking those not on the committee to join. We do not have a formal vision for ministry.

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

Our church council meets once a month for one to two hours.

Each committee meets as needed, usually monthly, for about an hour each.

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

We will call a special council meeting in any emergency or crisis situation. If time is of the essence, the Council will make any decisions necessary to immediately mitigate the affect on the congregation. When called, we will actively accept donations of money, food, clothes, etc. to assist relief efforts locally, nationally and in the world community.

- 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**

11-YEAR REPORT

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



Church#: 860310

Assoc: 824 Schedule: 0 Peace United Church of Christ Brillion WI 54110

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2010	167	85	58	0	0	13	4	19	-10
2011	168	85	43	0	4	0	3	0	1
2012	168	62	44	9	0	1	10	0	0
2013	161	67	55	1	4	1	13	0	-7
2014	141	62	41	2	0	6	5	23	-20
2015	144	66	37	4	0	1	2	0	3
2016	143	64	39	4	0	1	6	0	-1
2017	127	48	31	2	0	0	17	1	-16
2018	112	44	21	5	0	0	8	12	-15
2019	117	38	17	6	0	0	1	0	5
2020	106	32	24	0	0	0	11	0	-11

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
2010	\$90,361	\$14,268	\$3,710	\$1,075	\$4,785	\$4,300	\$9,085	4.11	\$113,714	\$75,548
2011	\$93,297	\$10,298	\$2,527	\$247	\$2,774	\$10,788	\$13,562	2.71	\$117,157	\$84,822
2012	\$101,118	\$4,867	\$3,700	\$120	\$3,820	\$14,016	\$17,836	3.66	\$123,821	\$78,028
2013	\$119,353	\$19,850	\$3,700	\$723	\$4,423	\$10,624	\$15,047	3.10	\$154,250	\$83,356
2014	\$107,928	\$41,748	\$3,700	\$280	\$3,980	\$0	\$3,980	3.43	\$153,656	\$93,111
2015	\$105,817	\$0	\$3,700	\$410	\$4,110	\$17,887	\$21,997	3.50	\$127,814	\$86,180
2016	\$97,132	\$0	\$3,700	\$1,671	\$5,371	\$8,850	\$14,221	3.81	\$111,353	\$83,942
2017	\$105,357	\$0	\$3,700	\$3,248	\$6,948	\$16,085	\$23,033	3.51	\$128,390	\$71,692
2018	\$93,535	\$0	\$3,700	\$632	\$4,332	\$4,503	\$8,835	3.96	\$102,370	\$59,833
2019	\$83,104	\$44,807	\$3,700	\$660	\$4,360	\$19,106	\$23,466	4.45	\$106,570	\$59,297
2020	\$81,051	\$46,588	\$3,500	\$111	\$3,611	\$12,087	\$15,698	4.32	\$96,749	\$61,400

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2015-2020	-26.39	-51.52	-35.14	-100.00	450.00	-23.40	-12.14	-24.30
2010-2020	-36.53	-62.35	-58.62	-100.00	-52.17	-10.30	-24.54	-14.92

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.

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	98	
Number of active non-members:	20	
Total of church participants (sum of the numbers above):	118	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	102	Yes
Less than 10, more than 5 years:	10	Yes
Less than 5 years:	6	Yes

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
16	6	8	4	13	14	25	10	22	Yes

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	22	Yes
Joint household with minors:	14	Yes
Single adults age 35-65:	8	Yes
Joint household with no minors:	23	Yes
Single adults over 65:	14	Yes

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	43%	Yes
College:	26%	Yes
Graduate School:	3%	Yes
Specialty Training:	8%	Yes
Other (please specify):	20%	Yes - Included infant and thru grade 11; haven't completed school yet.

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	42%	Yes
Adults who are retired:	37%	Yes
Adults who are not fully employed:	20%	Yes – Included infant thru college – they wouldn't be working yet.

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

We have members who are in business or office work, laborers, educators, farmers and many who are retired from work.

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?

We are a very mono-cultural membership. We would welcome a more diverse membership but have not actively had any members asked or invited to join or attend our church.

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:

No, we have not had this conversation as a membership.

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	0	Pastor
Baptisms (<i>number last year</i>)	2	Pastor
Children's Groups or Classes	6	Pastor and volunteer teachers
Christmas Eve and Easter Worship	75	Pastor and Church council
Church-wide Meals	0 since COVID	All
Choirs and Music Groups	-	
Church-based Bible Study	-	
Communion (<i>served how often?</i>)	1/month	Pastor and Church council
Community Meals	6 – pre-COVID	Pastor and Church council
Confirmation (<i>number confirmed last year</i>)	2	Pastor
Drama or Dance Program	-	
Funerals (<i>number last year</i>)	1	Pastor and Church council
Intergenerational Groups	-	
Outdoor Worship	-	
Prayer or Meditation Groups	-	
Public Advocacy Work	-	
Retreats	-	
Theology or Bible Programs in the Community	-	
Weddings (<i>number last year</i>)	0	
Worship (time slot: 8:30 am)	25-40	Pastor
Worship (time slot: _____)	-	
Young Adult Groups or Classes	-	
Youth Groups or Classes	-	

Other	-	
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Additional comments:

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? <i>(3 or 4 or No)</i>	Ministry Setting	Type of Ministry Role	Retired? <i>(Y or N)</i>
None				

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
Kathy Daun	Secretary	Part-Time	Council	20 years
Sandy Eickert	Musician	Part-Time	Council	15 years

REFLECTION

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

We/our church needs to get more people involved in creating, planning and attending more ministries for our congregation.

CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$62,650
Endowment Proceeds <i>(as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)</i>	\$4,500
Endowment Draw <i>(beyond what is permitted by spending policy, "drawing down the principal")</i>	\$0
Fundraising Events	\$6,300
Gifts Designated for a Specific Purpose	\$2,095
Grants	\$1,000
Rentals of Church Building	\$50
Rentals of Church Parsonage	\$0
Support from Related Organizations <i>(e.g. Women's Group)</i>	\$2,000
Transfers from Special Accounts UCC camp / tree removal / Light Pole	\$2,925
Other (specify): Endowment to Peace Building and Grounds Fund	\$825
Other (specify): Land Rental to Building and Grounds Fund	\$600
TOTAL	\$82,945

Annual giving is gathered through weekly donations by parishioners. Families are encouraged each year to donate a percentage or commit to a percentage or dollar amount they are willing to give to the church for the year. This then helps with the creating of our budget for the year.

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

Attach most recent church budget, spending plan, operating statement, or annual treasurer's report as shared publicly with the congregation, or – if your church does not pass an annual budget – list current budgeted expenses here.

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? **31%**

Has the church ever failed to pay its financial obligations to a minister of the church? **No, this covenant is vital to our success.**

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year? *(Indicate those included during the most recent fiscal year)*

- Our Church’s Wider Mission (OCWM – Basic Support)
- One Great Hour of Sharing
- Strengthen the Church?
- Neighbors in Need
- Christmas Fund

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? **3.4%**

What is the church’s current indebtedness?

Total amount of loan debt: **We are currently debt-free.**

Reason for debt: **N/A**

Are capital and other payments current? **N/A**

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
		\$	\$	
		\$	\$	

If a capital campaign is underway or anticipated, describe:

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

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

NA

Does your church have an endowment? **Yes**

What is the market value of the assets? **\$214,428**

Are funds drawn as needed, regularly, or under certain circumstances? **Interest only earnings are pulled on an annual basis for disbursal the following year by vote of congregation at the annual meeting.**

What is the percentage rate of draw (last year, compared to 5 years ago)? **We do not base it on a percentage amount as all interest is available to be drawn annually without a principle reduction.**

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: **We do not do an automatic draw of funds to meet the annual budget of the congregation. We do give 10%-15% of the approved disbursal amount to the church for building and grounds committee spending.**

At the current rate of draw, how long might the endowment last? **Based on current practice, we do not touch the principle amount, thus it should always be available for us to draw interest only from.**

Other Assets

Reserves (savings): **\$28,171**

Investments (other than endowment): **\$188,431**

Does your church have a parsonage? **No**

Describe all buildings owned by the church: **The church owns the building where we hold worship services. This building consists of a sanctuary, fellowship hall, meeting room, restrooms, small basement, children's quiet room, and an additional wing that consists of a library/meeting room, restrooms, secretary office and workroom, Pastor's office, storage room, mechanical/HVAC/storage and 2 Sunday school rooms (one of which can be divided into 3 smaller rooms. We also own two outdoor storage sheds (one with a covered shelter area) to the west side of the building.**

Describe non-owned buildings or space used or rented by the church: **The church owns the farm field that is behind the church and currently rents that land to a local farmer.**

Which spaces are accessible to wheelchairs? **Other than a small basement that holds mechanical, HVAC and water heater, our entire building is wheelchair accessible.**

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

One major event was paying off our church mortgage and we are currently debt free. However, our congregation has been dwindling in recent years and that has caused more of a financial concern for us to be able to maintain a full-time minister. For this reason, we have decided that our next Called Pastor would need to be in a Shared-Ministry with another congregation.

HISTORICAL INFORMATION

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.

The 3 most significant happenings in the history of our church have been the building of the church, the paying off of the church mortgage, and many baptisms and confirmations.

In the last 10 years, the most important event in our history has been the loss of two pastors – one passed away and the other lost standing with the UCC.

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

The loss of our Pastor’s standing in the UCC and the issues surrounding that loss led to many members leaving the church. The subsequent Interim was not a good fit which caused other member to leave as well.

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.

We actively ignore. We are encouraged to go to the church council or to a member of that council. We need to take our hidden conflicts and bring them out into the public.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Beverly Davis, current Interim	2022-Present	
Nancy Zorn Micke, Shared-Ministry	2018-2021	Yes
Tom Williams, Interim	2017 - 2018	Yes
Kris Borns	2010-2017	Yes
Cathy Rennick	2002 - 2010	Yes
Susan Stull	1995 - 2002	Yes

Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership:

We have found that we need someone with strong leadership skills. We need someone who will not let friendship trump roles. We need a strong leader that is willing to help us see what God is calling us to do and the ministry God wants us to do.

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

Ask us

Has your church been involved in a Situational Support Consultation?

Ask us

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

Ask us

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

COMMUNITY VISION

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

We have a mission and outreach committee that coordinates our projects. We have participated in, but not limited to: Heifer Project Arcs, food donations for local pantries, school supplies for local schools and students in need, water wells in Central America, donations to local missionaries for their work in Peru, shoe boxes for military, Christmas adopt a family, and the donation of love baskets.

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

We have not participated.

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.) 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 | <input type="checkbox"/> Global Mission Church |
| <input type="checkbox"/> Economic Justice | <input type="checkbox"/> Open and Affirming (ONA) |
| <input type="checkbox"/> Faithful and Welcoming | <input type="checkbox"/> WISE Congregation for Mental Health |
| <input type="checkbox"/> 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 checked="" 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?

We may in the future but don't know much about it now.

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

Lenten Soup & Substance services where a different church hosts each Wednesday during Lent and we have a simple meal of soup and then themed service. The clergy group decides on the theme and each church does their own service.

Pre-COVID we did community meals where churches picked a night and prepares/serves a free meal to anyone interested.

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 church Mission statement is: *"At Peace United Church of Christ we are an open and welcoming church helping the world community and each other as we live and believe in Jesus' message of compassion, forgiveness, mission and God's love."*

Our mission work truly speaks for us here in the fact that we do focus on local and world projects as described in several areas above.

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?

Our pastor has been encouraged to minister within the community. Our expectation is that they use their time for our church's greater good. We want them to be involved in our community and the people and causes that are going on in the community. Our current Interim resides over an hour away, so this is difficult. Prior to that our Pastor lived nearby but was from our community.

MISSION InSite

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

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? **The demographics in our area are primarily White families with an increasing small number of Hispanic families moving into the area. Our internal demographics is all White.**

How are the demographics of the community currently shaping ministry, or not? **It is not an impact unless you consider that it has not changed.**

What do you hear when you talk to community leaders and ask them what your church is known for? **We have not done this, however we believe is would be for our Annual Chicken Fry and our Annual Plant Sale.**

What do new people in the church say when asked what got them involved? **Unfortunately, we have not had new membership in the last 2 years.**

Photographs:



Sanctuary – There are 4 sections of pews facing a central pulpit and baptismal area. Each section has 6 pews of different lengths to create a chevron effect.



Fellowship Hall – This space serves many purposes, from weekly coffee hour after services, to Soup and Substance nights, meetings, rummage sales and serving many during our annual chicken Fry fundraiser. This is also a work-room for many of our mission & outreach projects.



Communion Table – We practice open Communion with passing of the elements by Lay helpers and sharing each element together once all have been served.



Sunday School wing – houses Sunday School rooms, Pastor and secretary offices, work room, library/conference room and restrooms.



Family Night – Soup and Substance meal with Bible time and Sunday School

REFERENCES

Sarah Pielhop/ Buisness Owner – Pielhop Weiting Funeral Home

215 South Main Street

Brillion, Wisconsin, 54110

Phone: (920) 756-2102

Sarah works with the church on funeral arrangements for our congregation and those that come to us without a home church to assist with funeral needs. Sarah is a respected member of the Brillion community and often reaches out if they need a local pastor to conduct a funeral service at their place of business.

Gordie Gasch / Buisness Owner-Brilliont Blooms Florist/Retired Teacher-Brillion High School

562 W. Ryan Street

Brillion, WI 54110

Phone: (920) 756-3939

Gordie works with the church on floral designs for weddings and funerals. He is also a retired teacher at Brillion High School and a member of the Brillion Public School School Board. Gordie has also done mission work and has presented his work during services at Peace UCC.

CLOSING PRAYER

At Peace UCC, we believe that as stewards of all that God has given us, we must do our part in helping those around us, whether it is our neighbor close by or our neighbors around the world. Sharing the word of God through our actions is vital to whom we are as a congregation. Aiding in the betterment of the under-served, the under-nourished and those who have lost hope is what we are called to do. Peace, hope, love and kindness is what we can give freely to enrich the lives of those in need. This is best reflected in the song *Let There Be Peace On Earth*:

“Let there be peace on earth and let it begin with me. Let there be peace on earth the peace that was meant to be. With God as our father, children all are we. Let us walk with each other in perfect harmony.

Let peace begin with me let this be the moment now. With every step I take let this be my solemn vow. To take each moment and live each moment with peace eternally. Let there be peace on earth, and let it begin with me.”

STATEMENT OF CONSENT

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

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

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile? *(for example, church council or consistory, transition team, etc.)*

This profile was completed using data from a congregational survey, congregational discussions on the need to move into a Shared-Ministry vs. a Full-time minister. The data, along with WI Association UCC reports, internal records and reports compiled by our Office Administrator with input and guidance of the Church Council and Search Committee

2. Additional comments for interpreting the profile:

If you have any questions, please feel free to reach to the contact listed below

Signed:

Name / Title / Date:

VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

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

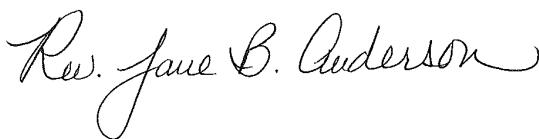
Staff Comment:

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

Staff Comment:

My signature below attests to the above three items.

Signature:



Name / Title: Rev. Jane B. Anderson/Associate Conference Minister
Email: janderson@wcucc.org
Phone: 920-540-2586
Date: August 22, 2022

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

"Jesus answered them, 'Have faith in God!'" – Mark 11:22