

## Peace United Church of Christ Local Church Profile



### **Peace United Church of Christ**

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

Duluth Minnesota

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

### **CHURCH PROFILE**

Settled Lead 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.*



*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."*

# 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. Cindy Mueller  
Steward & Call and  
Congregational Legacy Planning  
[cindym@uccmn.org](mailto:cindym@uccmn.org)

763-439-3952 (c)  
763-515-3281 (h)  
612-230-3367 (o)

**Current size of membership:** 500

**Languages used in ministry:** English

**Position Title:** Lead Pastor

**Position Duration:** Settled

**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. During the 30 year tenure of our previous pastor, our congregation experienced significant membership growth, especially with young families. We have continued to welcome new members during our interim period. 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 humility and the Spirit's guidance, we would like to participate in that remnant community of Jesus and prophetically address hospitality, inclusion, justice and peace in our world. It is a risk of uncertainty and change and we are committed to this. We need a partner to covenant with us, to envision, encourage, and nurture this hope.

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



Rock Pond, Duluth



Duluth Harbor from Enger Park



John Beargrease sled dog marathon



Grandma's Marathon on a foggy day



Langer Berry farm

## SCOPE OF WORK

We seek a pastor to lead us as we continue to evolve from a church with a pastor of 30 years, and two interim pastors over the last two 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
  - Pastoral counseling and support to members during important life transitions, and in times of grief and celebration
- Teaching
  - Developing and leading adult education programs in coordination with the Faith Formation Minister
  - Planning and implementing the confirmation program,
- Supervising and coordinating staff
  - Using a team oriented style which includes ideas and expertise of the staff, the council, the committees, pastoral professionals, and the congregation.
- Administration
  - Responsible for church business functions including: finance, property, human resources and stewardship, and work in collaboration with committees as appropriate. Assist with examining our by-laws and governance structure.
- Community Involvement
  - Maintain Peace Church participation in community justice work
- Provide support and leadership to a congregation undergoing change

## **Important Core Competencies:**

- Inspirational preaching
- Strategic leadership
- Empathetic, active pastoral care

**For a more detailed job description, please see Appendix 1**

## COMPENSATION AND SUPPORT

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

### **Benefits:**

- Housing allowance
- UCC health/dental coverage
- Pension
- Life/disability
- Moving expenses
- Vacation
- Continuing education time & funds
- Social security offset
- Reimbursement for professional expenses

**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 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 pastor will co-collaborate with the congregation to achieve:**

The pastor will be expected to work with the congregation to assess, nurture and implement its vision, as expressed in the Mission Statement and results of the recent Holy Cow survey. collaboration with church leaders, staff, and conference leaders.

Peace Church will be looking for the following strengths in its pastor 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.
- Worship services that are exceptional in both quality and spiritual content.
- Passionate about the spiritual development of families and youth
- Foster ongoing opportunities for internal relationships and church involvement and volunteerism in the community
- 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 pastor will assist us in making an impact beyond our walls:**

An important role 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. Many staff members and lay leaders are actively engaged in cultivating these long term relationships.

### **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. Four reservations are within a three-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.

**We, as a congregation, see the following four areas of excellence as essential for our Lead Pastor [from *The Marks of Faithful & Effective Authorized Ministry*].**

### **Engaging Sacred Stories and Traditions**

We expect our pastor to:

- Exhibit knowledge, understanding, and continuing study of the Hebrew scriptures and the New Testament.
- Demonstrate maturity in effective proclamation and preaching.
- Understand the history of the Christian Church, from biblical times forward.
- Bring life to sacred stories and traditions in worship, proclamation, and witness.
- Lead faith formation effectively across generations.
- Hold the Holy with integrity especially as represented in the Sacraments.

An engaging worship experience is important to our congregation, including both a variety of music and inspiring sermons that relate liturgical texts into our daily lives and address injustice in the wider world as well as

historical and cultural events of note. Our pastor will be comfortable with diverse points of view and will speak in a way that connects people of all ages, a social activist with the soul of a mystic who understands the longing of ordinary people and the profoundness of the gospel.

### **Working Together for Justice and Mercy**

We expect our pastor to:

- Draw on the ministry of Jesus Christ to confront injustice and oppression.
- Practice the radical hospitality of God.
- Identify and work to overcome explicit and implicit bias in the life of the Church.
- Understand community context and navigate change with a community.
- Engage in mission and outreach.
- Build relationships of mutual trust and interdependence.

Peace Church is known throughout our city and region for its leadership in social justice. Our pastor will inspire, lead and support efforts to create meaningful change in our community, including collaborative relationships with community groups who share our mission for justice. We open our doors, our hearts and often our money to many people and organizations. Our pastor will be an inclusive and welcoming leader who promotes open and affirming values.

### **Caring for All Creation**

We expect our pastor to:

- Nurture, care, and have compassion for God's creation.
- Maintain a basic understanding of mental health and wellness.
- Practice self-care and life balance.

- Provide hope and healing to a hurting world.
- Attend to one's own spiritual and pastoral care, including engagement in supervision as appropriate.
- Steward the resources of the Church.

The shimmering surface of Lake Superior can be easily seen through the windows during our worship services here at Peace Church. It is no wonder that we as a congregation are committed to protecting, preserving, and beautifying the natural world around us. Our pastor will share these values and help guide us toward being ever greater stewards of our planet and the living beings who call it their home.

**Exhibiting a Spiritual Foundation and Ongoing Spiritual Practice**

We expect our pastor to:

- Love God, follow Jesus Christ, be guided by the Holy Spirit, and live a life of discipleship.
- Pray actively and nurture spiritual practices.
- Be called to ordained ministry by God and the Church.
- Continue discernment of one's call in the community.
- Understand the power of the Holy Spirit at work through the elements of Christian worship to nurture faith.
- Exhibit a commitment to lifelong spiritual development and faithful personal stewardship.

Our congregation believes that spirituality, much like any acquired skill, takes continued practice and nurturing to grow and thrive. It is important that our pastor is also invested in developing one's spiritual life in order to effectively guide us in our unique spiritual paths.



Sailing on Lake Superior



Rose Garden



Chief Buffalo Mural



Park Point

## WHO IS GOD CALLING US TO BECOME?

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

Peace Church is a welcoming, nurturing, affirming, and inclusive church. We are a voice for peace and justice and are always present to the needs within our congregation, Duluth and surrounding communities, our state, country and globally. We strive to welcome people from diverse backgrounds and to value, honor, understand and embrace human diversity across all its dimensions. We work to fulfill God's plan for us, while fully living the life and teachings of Jesus Christ.

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

During the COVID-19 pandemic restrictions, Peace Church quickly addressed how to continue offering worship, Sunday School, meetings, and groups. Our staff and member volunteers quickly set up live streamed worship as well as Zoom meetings. With the restrictions lifted we resumed in person worship services and they continue to increase in attendance. We continue live streaming the 10:30 service.

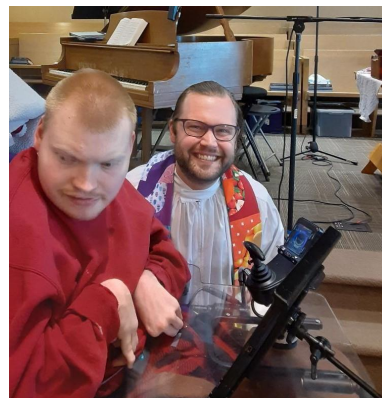
It continues to be a challenge for some families with children to attend church even after the lifting of COVID restrictions. In addressing this challenge, we now have Children's Church instead of traditional Sunday School. Children are with their families during the first part of the church service which includes a *Story for all Ages* and then leave for Children's Church as we sing *Goodbye Sweet*

*Children.* Children's Church includes young children up through middle school. About 20 children attend each week. The liturgical message is shared through story, discussion, music, and an activity in a manner that is meaningful to all age groups.



Story for all ages

An example of Peace people caring for one another during difficult times is the strong pastoral care that occurred during the COVID pandemic in the form of mailed cards. A quote from a member: "Frontline workers were lifted up in prayer during the services, but the reminders we received in the mail were treasured."



Christmas Eve Service 2022



## 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, 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. The Duluth community knows what we stand for and knows we are an accepting place for people to join in times of difficulty or support

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

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. They have a willingness to learn and experience new things.

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, sexual orientation, abilities, and disabilities, 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. The Coordinating Council and varied committees and teams offer many opportunities for involvement and living out our faith.

#### **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. Both services have a similar liturgical structure, but with varied responsive and unison readings – so there is a familiarity blended with newness each week.



Christmas Eve Service 2021

The early service is more contemplative with communion served every Sunday.

The later worship service has more attendees and is vibrant and family oriented. 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. Children participate in a *Story for all Ages* part of the service. Joys and concerns are offered by attendees during the open prayer time.



Choir at outdoor service 150th Anniversary

Additionally there is a Peace and Praise Service led by our Faith Formation Minister held one Sunday per month in the afternoon. This service is especially for families with young energetic children. A Taize prayer service is also held one Sunday per month.



Palm Sunday 2022



Christmas Pageant 2022



Outdoor service in our tent 2021

Sermons are meaningful, thoughtful and thought provoking, often with personal experiences wonderfully intertwined with the message.

Good preaching should challenge, nurture, and be relevant. At times it can be provocative, vulnerable, and entertaining.



Recent Baptism

Baptisms are joyous celebrations that 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.

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



Children Receiving Bibles

There are many opportunities for education at Peace Church. For children, Children’s Church is offered every Sunday during the second service. 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.

Holy Spirit, and God papers after exploring theology.



Graduating Seniors 2021



Eagle Butte Work Camp



Confirmands 2022

There is a two-year confirmation program for ninth and tenth graders. The program includes writing Jesus,



Peace Youth repairing roof. Philippi, WV

Prior to the COVID pandemic, there were retreats, meaningful urban immersion and summer work camp

experiences that highlighted and further developed the leadership skills of our youth. These types of meaningful experiences we hope to offer again. We value our youth, their input, and the leadership they bring. As such we have three youth advisors working with our search committee.



Men's Retreat

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. Pre-COVID a weekend men's and women's retreat was 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 our Faith Formation Minister, addresses faith building throughout the congregation and has recently incorporated practices such as common monthly devotion, spiritual questions for the council, 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 committees and teams 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 areas are various committees and teams 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 area 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, the chair from each area, and four at-large members.

In addition to church committees, many of the opportunities to volunteer occur in the community, such as Damiano Community Kitchen, serving CHUM meals (Central Hillside United Ministry - coordinated interfaith community ministry), providing meals to the Loaves and Fishes community, and visiting people who have trouble leaving their homes.

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, civic and legislative letter writing and calling. A recent example is the *Rally for Peace* which was organized and sponsored by Peace Church. Featured speakers included the mayor of Duluth, the Duluth chapter president of the NAACP, local youth, and Parkland school-shooting survivor and gun control activist [David Hogg](#).



Rally for Peace, Leif Erickson Park 2022

**Hours spent in decision making monthly:**

5-7 hours

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

Peace Church was very quick to respond to COVID pandemic crisis. The nimble action of the Church staff and talented lay members made it possible to transition from sanctuary worship to livestream video without missing a week.

Within a two-week period, all of our programming was taking place online to protect our staff, members, and the community. Emails and the monthly newsletter included information that explained how to use web-based communication such as ZOOM, YouTube, and Google Hangout. All meetings, Sunday School, Youth Group, and confirmation met in this manner during the pandemic. Although we are now able to attend worship services in person, they continue to be available on YouTube.

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

Provided upon request

# 11-YEAR REPORT

## UNITED CHURCH OF CHRIST



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

**Church#:** 360330

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

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
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
2020	780	212	325	24	0	7	7	0	24
2021	772	50	80	0	0	0	6	2	-8

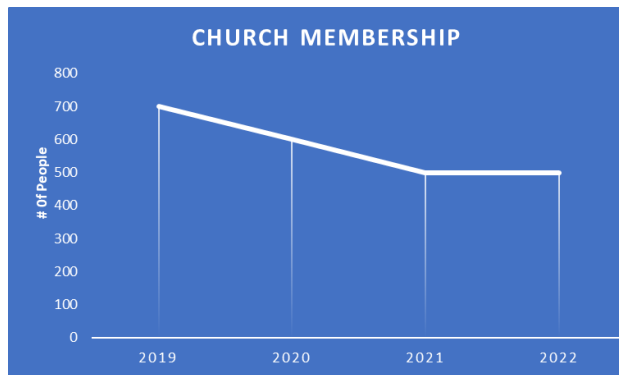
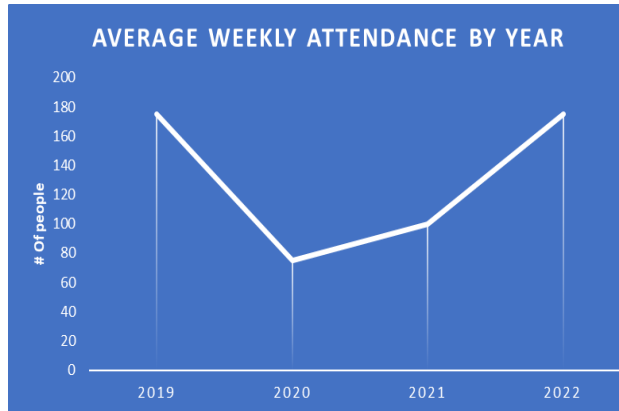
YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2011	\$364,316	\$113,167	\$23,750	\$4,298	\$28,048	\$23,165	\$51,213	6.52	\$528,696	\$376,648
2012	\$424,811	\$86,967	\$22,000	\$13,640	\$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
2020	\$534,767	\$0	\$25,000	\$43,881	\$68,881	\$0	\$68,881	4.67	\$603,648	\$510,022
2021	\$541,992	\$0	\$15,000	\$3,678	\$18,678	\$0	\$18,678	2.77	\$560,670	\$490,481

<b>% CHANGE</b>	<b>MEMBERS</b>	<b>AVG WEEKLY ATTENDANCE</b>	<b>CHR ED/ FAITH FORM</b>	<b>TOTAL ADDITIONS</b>	<b>TOTAL REMOVALS</b>	<b>CURR LOCAL EXPENSES</b>	<b>TOTAL OCWM</b>	<b>TOTAL EXPENDITURE</b>
2016-2021	9.97	-79.08	-68.00	-100.00	14.29	16.89	-46.79	3.73
2011-2021	35.20	-82.64	-80.00	-100.00	-42.86	48.77	-33.41	6.05

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

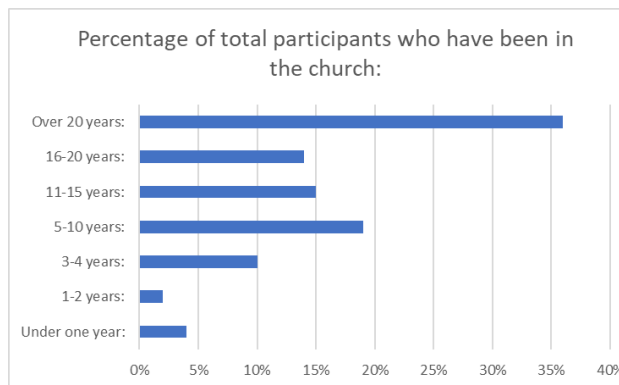
## CONGREGATIONAL DEMOGRAPHICS

- Number of active members: 500

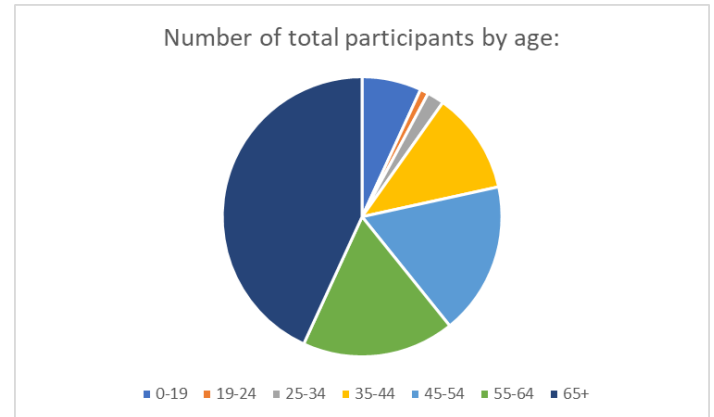


Data below is from 202 people returning a survey in fall of 2022. It may not reflect the entire church. Appendix 2 provides a survey summary.

### \*Longevity of participants:



### \*Participants by age:



### \*Persons in household:

- One 17%
- Two 51%
- Three 10%
- Four 19%
- Five 3%
- Six+ 0%

### \*Highest level of educational attainment of adult participants (age 25+):

- Less than high school graduate 5%
- High school graduate 2%
- Some college 9%
- College graduate 23%
- Some graduate education 10%
- Graduate degree 51%

### \*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:**

Peace Church strives to understand and respect diversity in all its many dimensions. As reflected in our vision statement, we value the “diversity of people’s sexual orientation, race, culture, gender, age, opinions and physical and mental abilities.”

Our congregation is quite diverse when it comes to faith backgrounds/theological beliefs, socio-economics, sexual orientation/gender identities and disability status.

Respondents to the Holy Cow survey self-report as 99% Caucasian, and 1% Native American. While we believe our congregation’s overall racial diversity to be slightly higher than this figure suggests, our racial/ethnic make-up as a congregation is nonetheless overwhelmingly white of European heritage.

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 and ongoing efforts to make our church a welcoming place for many people – members and nonmembers.

We are aware and respectful of the racial and ethnic diversity that exists around us. According to the latest US Census survey, while the vast majority (87.3%) of the

Duluth population is White, Non-Hispanic; 2.7% are Hispanic/Latino; 4.8 % are two or more races; 2.6% are Black or African American; 1.6% are American Indian or Alaska Native; and 1.4% are Asian American.

As reflected in our community work, we are also well-aware that the Duluth area has a much higher than average poverty rate. In Duluth, Minnesota, an estimated 17.7% of the population lives in poverty compared to 9.3% in Minnesota and 11.6% nationwide.

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

We have not used the Welcoming Diversity Inventory specifically. However, Peace Church has long been committed to being accessible and welcoming to individuals with disabilities. For instance, the sanctuary was thoughtfully designed to be easily accessible and inclusive to individuals using wheelchairs. For this reason, pre-COVID, Peace Church was always the site of an inter-congregational monthly church service for people with developmental disabilities. For many years, we offered ASL-interpreting service at every service.

Also, as part of our journey as a congregation striving to embody anti-racism, the Dismantling Racism Team recently used the Organization Assessment Rubric within team meetings to look at aspects of diversity and continues to monitor our commitment to what we say we are working towards.

Peace Church intends to conduct diversity, equity and inclusion training in 2023 with the Coordinating Council, staff and churchwide.

## PARTICIPATION AND STAFFING

<b>Our Ways of Gathering</b>	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 Education Forum	20/week	Pastor, Lay Leaders
Baptisms (2022)	1	Pastor
Children's Church	20	Faith Formation Minister
Christmas Eve and Easter Worship	Christmas Eve 4pm - 250 10pm - 100 live stream - 116  Easter 8:30am - 65 10:30am - 165 livestream - 72	Pastor, Music Director, Faith Formation Minister, Worship and Arts Team
Church-wide Meals	Stewardship Drive Chilli Lunch - 60  Fall Fest - 100  150th Anniversary dinner - 200	Food and Fellowship
Choirs and Music Groups	Choir - 23 Additional musicians and vocalists providing music throughout the year - 75	Music Director, Lay Musicians
Church-based Bible Study	Wednesday night Bible Study via Zoom - 6-8	Faith Formation Minister, Lay Leaders
Communion <i>(served how often?)</i>	20/weekly 150/monthly	Pastor, Worship & Arts Team

Community Meals	20-30	Lay leaders
Confirmation ( <i>number confirmed last year</i> )	6 in 2022	Pastor and Faith Formation Minister
Drama or Dance Program	Interpretive dance (~t 2/yr) Children's Christmas pageant/yearly	Lay Leadership Faith Formation Minister
Funerals ( <i>number last year</i> )	8 in 2022	Pastor
Intergenerational Groups	Second Saturday intergenerational group - 20	Faith Formation Minister and Lay Leaders
Outdoor Worship	Peace and Praise for Young Families - 21	Worship & Arts Team
Prayer or Meditation Groups	Taize service monthly - 15	Pastor
Public Advocacy Work	50-100	Acting for Justice Hub
Retreats	Women - 25 Men - 8	Christian Spiritual Life Committee
Theology or Bible Programs in the Community	Wednesday evening Bible study - 10 Monday evening Spiritual Journey - 4	Lay leaders
Weddings ( <i>number last year</i> )	2021/2022 - 3	Pastor
Worship (time slot: 8:30)	24 average	Pastor, Faith Formation Minister, Music Director, Children's Ministry Coord, Worship & Arts Team

Worship (time slot: 10:30)	~120 attend in person. ~25 live stream during the service ~70 watch online later in the week	Pastor, Faith Formation Minister, Music Director, Worship & Arts Team
Young Adult Groups or Classes	Our Whole Lives (OWL) - 10	Faith Formation Minister
Youth Groups or Classes	Wednesday Night 6-8 grade Middle school group ~ 9  10th and 11th Confirmation group - 9	Faith Formation Minister, Children's Ministry Coord and Christian Education Youth Team
Other	Cancer Support Group, Men's Breakfast, Women's Tea and Talk, Book groups PALS	Faith Formation Minister, Lay Leadership

Additional Detail found in our 2021-2022 Annual Report (copy emailed by request) and at these links to the monthly Peace Bell newsletter [September 2022](#) [October 2022](#) [November 2022](#) [December 2022](#)

**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 Olson Dean	4	Essentia Hospital	Chaplain	No  Assists with confirmation instruction at Peace

Rev. Liz Liebenstein	No Presbyterian ordained	Nursing Home	Chaplain	No
Rev. Charlotte Franz	No	Peace Church	Interim Pastoral Associate	Yes
Nathan Holst	Licensed; ordination interview with COM scheduled	Peace Church	Faith Formation	No
Rev. Tom Liddle	4	Essentia Hospital	Chaplain	No  Leads Bible study, member Worship and Arts Team
Rev. Robert (Bob) Stevens	No		Chaplain	Yes  Helps lead Bible study
Jan Murphy	4	Essentia Hospital	Chaplain	No
Holly Pederson	4	Essential Hospital	Hospice Chaplain	No  Occasional calls on members in care facilities
Terese Tomanek	No		Chaplain	Yes
Nancy Deever	No			Yes
Sara Lund	No		Pulpit Supply area Congregations	Yes

Rev. Cherie Daniel	No	Duluth Congregational Church (NACC)	Pastor	No
Rev. John Szarke	Licensed	Biwabik UCC	Pastor	Yes

**Previous pastor currenting holding membership in the church:** None

**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
Jim Mitulski-Interim Minister	Yes	Full Time	Church council	15 months
Charlotte Frantz-Interim Associate Minister	No	Contract position	Pastor	2 years
Nathan Holst-Faith Formation Minister	No	Full Time	Pastor	7 years
Jim Pospisil-Music Director	No	Part Time	Pastor	25 years
Mariah Kiefer-Assistant to Children's Minister	No	Part Time	Faith Formation Minister	2 months
Business Manager	No	Part Time	Pastor	Currently vacant
Brianna Dornbush-Office Coordinator	No	Part Time	Pastor	<1 year
Rose Feriancek-Bookkeeper	No	Part Time	Pastor	2 years
Tim Peters-Building Use Coordinator	No	Part Time	Pastor	4 years
Dan Shepherd-Custodian	No	Full Time	Pastor	15 years
Gudrun Witrak-Pastoral Care	No	Contract position	Pastor	<1 year
Tyler Stark-Tech Team	No	Part Time	Pastor	<1 year

**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, Damiano Community Kitchen, Drop-In Centers, and through legislation.

**CHURCH FINANCES**

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

Source	Amount
Annual Offerings and Pledged Giving (budgeted)	\$409,000
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> ) - investment/savings earnings	\$ 2,000
Endowment Draw ( <i>beyond what is permitted by spending policy, “drawing down the principal”</i> )	\$ N/A
Fundraising Events (rummage sale)	\$ 4,471
Gifts Designated for a Specific Purpose (see benevolence list below - not all used in 2022)	\$232,726
Grants	\$ 1,000
Rentals of Church Building (as of November; our daycare tenant left mid year)	\$ 19,161
Rentals of Church Parsonage	\$ N/A
Support from Related Organizations ( <i>e.g. Women’s Group</i> )	\$ N/A
Transfers from Special Accounts (transfer from savings)	\$ 17,000
Other (specify): one-time 2022 gift	\$100,000
Other (specify): budgeted non-pledged offering and plate offering	\$ 49,640

Current annual expenses (dollars budgeted for most recent fiscal year): \$ 622,898.00

**2022 Budget adopted at our annual congregational meeting:**

<b>Budget Projections 2022</b>			
	12/31/21	2021 BUDGET	2022 BUDGET
<b>INCOME</b>			
Pledges	436,090.29	446,635.00	409,000.00
Nonpledged	44,265.00	40,500.00	46,640.00
Plate Offering	2,244.13	4,000.00	3,000.00
Daycare	26,499.00	26,280.00	27,000.00
Rent	5,499.87	5,000.00	6,000.00
Other Miscellaneous Income	2,308.45	2,000.00	33,000.00
<b>Anonymous Pledge</b>			<b>100,000.00</b>
<b>TOTAL BUDGETED INCOME</b>	<b>516,906.74</b>	<b>524,415.00</b>	<b>624,640.00</b>
<b>EXPENSES</b>			
<b>Christian Service</b>			
Acting for Justice/Local Ministry	2,400.00	2,500.00	2,500.00
OCWM (Denominational Support)	14,750.00	15,000.00	17,500.00
Association Dues	6,500.00	6,000.00	6,000.00
AICHO	500.00	500.00	500.00
CHUM	14,500.02	14,500.00	19,500.00
Gabriel Project	0.00	25.00	825.00
Habitat - Duluth	0.00	1,000.00	0.00
St. Marks	850.00	850.00	850.00
One Roof	1,000.00	1,000.00	1,000.00
Loaves & Fishes	1,000.00	1,000.00	1,000.00
Seafarer's Ministry	0.00	500.00	500.00
Seminary (U.T.S.)	945.00	945.00	945.00
Bob Tavani House	0.00	0.00	1,000.00
Community Kitchen(Damiano)	875.00	1,000.00	1,000.00
Witness For Peace	800.00	800.00	0.00
<b>Total Christian Service</b>	<b>44,120.02</b>	<b>45,620.00</b>	<b>53,120.00</b>
<b>Christian Education</b>			
Adults	650.83	1,500.00	1,200.00
Children	2,550.23	3,300.00	2,800.00
Intergenerational	279.60	200.00	200.00
Library	435.79	500.00	500.00
Youth	1,684.43	2,000.00	500.00



Youth Mission Trip	2,000.00	1,200.00	500.00
Confirmation	296.76	750.00	750.00
<b>Total Christian Education</b>	<b>7,897.64</b>	<b>9,450.00</b>	<b>6,450.00</b>
<b>Spiritual Life</b>			
Food & Fellowship	388.27	1,000.00	1,000.00
Shared Ministry	363.10	200.00	300.00
Worship & Arts	3,996.67	3,500.00	3,500.00
Health & Wellness	0.00	100.00	100.00

150th Anniversary Activities			10,000.00
<b>Total Spiritual Life</b>	<b>4,748.04</b>	<b>4,800.00</b>	<b>14,900.00</b>
<b>Stewardship</b>			
Drive	6,957.33	1,450.00	1,400.00
Memorials Plaque	0.00	100.00	100.00
<b>Property:</b>			
Custodial Supplies	1,416.32	2,500.00	2,000.00
Electricity	8,796.33	9,744.00	9,744.00
Fuel	7,676.70	7,800.00	7,476.00
Garbage	5,055.42	4,620.00	5,900.00
Maintenance/Projects	11,992.50	15,000.00	10,000.00
Property Insurance	9,243.57	9,000.00	10,627.00
Snow/Sanding pkg lot)	1,440.00	3,000.00	3,000.00
Inspection & Licenses	1,621.11	1,900.00	3,656.00
Water & Sewage	3254.47	3,564.00	4,416.00
<b>Total Stewardship Board</b>	<b>57,453.75</b>	<b>58,678.00</b>	<b>58,319.00</b>
<b>Office &amp; Miscellaneous</b>			
Internet/DSL	3,439.85	1,320.00	1,400.00
Communications	4,908.13	4,700.00	4,700.00
Copy Machine	7,336.95	8,000.00	8,000.00
Office Supplies	2,542.03	3,200.00	3,500.00
Technology Eqpt / Administration	4,757.76	1,000.00	2,000.00
Technology Sanctuary	0.00		1,500.00
Envelopes	112.06	100.00	450.00
Cell Phone - Pastor	0.00	360.00	360.00
Human Resources	2,011.94	1,500.00	2,000.00
Historical Committee	-100.00	100.00	100.00
<b>Total Office &amp; Miscellaneous</b>	<b>25,008.72</b>	<b>20,280.00</b>	<b>24,010.00</b>

<b>Payroll Employees xx</b>			
Salaries	173,880.69	173,619.88	187,881.00
FICA & Medicare	21,699.30	17,921.61	14,545.00
Health Insurance	8,024.53	7,574.69	7,932.00
Health Savings Account	1,000.00	1,000.00	1,000.00
1099 Employees	0.00		35,200.00
<b>Employee Total</b>	<b>204,604.52</b>	<b>200,116.18</b>	<b>246,558.00</b>
<b>Payroll - Pastor</b>			
Salary	67,342.19	65,555.98	78,002.00
Housing	21,836.39	23,569.23	26,800.00
Pension	10,650.76	13,814.41	14,672.00
SECA	4,798.28	6,818.08	8,017.00
Insurance (HEALTH, Life Disability)	15,409.81	12,658.00	13,620.00
<b>Pastor Total</b>	<b>120,037.43</b>	<b>122,415.70</b>	<b>141,111.00</b>
<b>Payroll - Youth &amp; Faith Formation Minister</b>			

Salary	48,072.32	50,400.30	51,408.00
Life & Disability Insurance	712.32	712.32	712.00
Health Insurance	5,460.51	5,698.40	5,993.00
<b>Faith Formation Total</b>	<b>54,245.15</b>	<b>56,811.02</b>	<b>58,113.00</b>
<b>Payroll Miscellaneous</b>			
Travel Expenses - Pastor	0.00	3,000.00	4,200.00
Professional Development - Pastor	0.00	750.00	500.00
Employee Retirement IRA	4,155.00	4,311.44	4,390.00
Travel & Expenses-Faith Formation & Staff	914.52	2,100.00	2,100.00
Prof. Development-Faith Formation Minister	5,200.00	600.00	300.00
Pulpit Supply	12,945.30	750.00	750.00
Custodial Substitute	280.00	1,000.00	1,000.00
Workers Compensation	3,490.43	4,600.00	3,477.00
Interpreters	0.00	100.00	100.00
Worship Tech Support	700.00	0.00	0.00
Search Committee	0.00	1,314.00	0.00
Staff Support & Training	0.00	0.00	2,500.00
Annual Meeting	0.00		1,000.00
<b>Miscellaneous Total</b>	<b>27,685.25</b>	<b>18,525.44</b>	<b>20,317.00</b>
<b>Total Payroll</b>	<b>406,572.35</b>	<b>397,868.34</b>	<b>466,099.00</b>

Total Expenses	545,800.52	536,696.34	622,898.00
Balance Income / Expense			1,742.00

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

- Lead Pastor: 23%
- Faith Formation Minister 10%

**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 3% of our total budget. (Note: This is budgeted each year and was lowered recently due to a drop in membership and pledges from a combination of our long-term pastor’s retirement and COVID.)

**Current indebtedness:**

No debt

**Building program/projects:**

Nothing is planned

**Capital campaigns last 10 years:**

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

Note: Council has started a discussion for the need of an endowment fund. We also had a presentation from the United Church Funds.

**Other Assets:**

- Savings and Investments \$172,000
- 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 relatively 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 submitted to the entire Council for approval. The budget is then submitted to the congregation for approval at our January Annual Meeting.

Our budgeted expenses for 2022 total \$622,898. Total ministerial support is 33% of our budget, and we have never failed to pay our financial obligations to a minister. OCWM is budgeted each year and was lowered recently (currently 3%) due to a drop in membership and pledges from a combination of our long-term pastor's retirement and COVID. Current savings and investments total \$172,000. We do not have any debt and do not own a parsonage.

Our Acting for Justice Local Ministry budget line for 2022 included contributions for the Duluth NAACP's Martin Luther King Jr. events, bringing a speaker on human and LGBTQ+ rights to church, assistance to attend the White Privilege Symposium in Duluth, the Twin Ports Juneteenth celebration, the community Pride breakfast at church, and pronoun buttons to distribute at church.

Our budget does not reflect the full generosity of the congregation. Benevolence giving beyond pledges is not reflected in the budget. We turn to the congregation in times of need, and they respond generously. This benevolence list, including UCC offerings, is below.

### **Peace Church 2022 Benevolences**

150th Anniversary	\$16,797
Afghanistan Resettlement	\$20,330
Bell Tower Repair	\$ 5,800
Building Repairs	\$ 3,356
CHUM	\$10,843
East Timor Relief	\$10,263
Flowers	\$ 642
Funerals	\$ 811
Foy Scholarship	\$ 6,840
Gabriel Fund	\$37,237
Health and Wellness	\$ 116
Hennen Scholarships	\$ 5,649
History	\$ 86
India Relief	\$ 475
Jubilee Fund	\$ 3,626
Kitchen Fund	\$ 705
Memorials	\$ 9,598
Miscellaneous	\$ 5,286
NAACP Offering	\$ 494
One Fund	\$ 40
OWLS Youth	\$ 4,275
PALS (for CHUM food)	\$ 3,015
PK Fund	\$ 4,244
Pre-emptive Love	\$ 1,490

Sanctuary Fund	\$40,275
Sunday Coffee Hour	\$ 1,597
Trans Northland	\$ 944
Transportation	\$ 8,909
Ukraine Relief	\$ 3,228
Worship Music	\$ 2,266
Youth Activities/Trips	\$15,878
<b>Total</b>	<b>\$225,115</b>

UCC Offerings:

Neighbors in Need	\$2,848
OGHS	\$2,883
Strengthen the Church	\$ 435
Christmas Fund	\$1,445
<b>Total</b>	<b>\$7,611</b>

Our 2023 budget will be smaller because we had an extra anonymous gift for 2022 and we lost our daycare tenant mid-year. We are considering opportunities for this space. The Coordinating Council has started discussions about the potential need for an endowment fund and have had an initial presentation from United Church Funds.

Planned giving is a potential area of growth; we have not stressed this in the past.

Our biggest new ministry is participating in the sanctuary movement referenced elsewhere in this Profile. Construction is complete with funds remaining for ongoing support. In addition, in 2022 we began a circle of support for four Afghan women who resettled in Duluth

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 marked our 150th anniversary in 2022. Our story begins with the establishment of St. Paul’s Evangelical and Reformed Church in 1872. Services were held in German, the church was lit by oil lamps, and heated by a wood furnace.

In 1959 construction began on our current church and we changed our name to Peace United Church of Christ. Our name and the peace bells in our tower bring the message we are called to live out. The first bell arrived in 1874 as a cannon gifted by Wilhelm I. It was melted into a bell. The second bell was from the USS Ascella and arrived in 1959 after writing President Eisenhower. The third bell was formed in 1959 using scrap metal with help from the American Legion.

**Significant events**

- 1959-1960 - Congregation purchased a building site high on the city’s east hillside and constructed a larger and modern structure to house a growing congregation.
- 1986 - Congregation voted to become a “Just Peace” Church

- 1991 - A pastoral search was completed and a young, very capable woman was hired to lead the church and continued leading us for the next 30 years.
- 1998 - Dismantling Racism Team established
- 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.
- 2000-2008 - A major multi-phased addition and renovation was financed and undertaken to accommodate a growing church community. We expanded and remodeled our narthex, offices, youth room and sanctuary and added a chapel, two classrooms, a music room, history room and storage areas through a series of capital campaigns. An unexpected bequest helped us pay off our debt sooner than planned.
- 2017 - the congregation of Peace UCC 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.
- 2022 - Celebrated our 150th anniversary with events that included the *Rally For Peace*, a significant event for our church and our community. Other events included: the lighting of our Bell Tower, an outdoor service in which we welcomed Pastor Kathy Nelson

back to preach, and an evening celebration event that included a dramatic reading of our history followed by a German themed dinner.



Link to story of [Bell Tower Lighting](#)



150th Anniversary activities Above: Dramatic Historical Reading Below: German style dinner



Duluth News Tribune article about 150th anniversary  
<https://www.duluthnewstribune.com/lifestyle/an-activist-church-peace-ucc-celebrates-150-years-of-social-justice-work-in-duluth?auth0Authentication=true>

Pastor Kathy Nelson sermon Aug 2022  
[\*\*“Standing Tall on the Hillside”\*\*](#)

Link to Anniversary Video: reflections of long time members  
<https://youtu.be/rZPSuooJb4M>

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

A recent termination of a staff member caused concern for some in the congregation because of the perception that it was not done properly and because details could not be shared with them due to human resources confidentiality. The interim pastor followed the church by-laws and employee handbook in making the decision, including consultation with the Coordinating Council. An employment attorney was hired to make sure the termination was done correctly. We likely have lost some members as a result of the conflict. The employee handbook was recently updated in 2022 and the next update will address situations like this.

Conflict occurred in the transition from a beloved 30-year pastor to our first interim pastor, complicated by COVID restrictions. Following a Situational Support Consultation, the interim minister left Peace. Some members left as well. Further information can be provided upon request.

### **Our 30 year ministerial history**

- Jim Mitulski (Interim): 2021-present UCC standing-Y
- Nathan Holst (Faith Formation Minister): 2015-present UCC standing-Y
- Greg Briggs (Interim): 2021 UCC standing-Y
- Rev. Kathryn Nelson (Lead Minister): 1991-2021 UCC standing-Y
- Jackie Falk (Faith Formation Minister) 1990-1991 UCC standing-N
- Paul Van Antwerp (Associate Minister): 2013-2014 UCC standing-N
- Tony Clark (Associate Minister): 2007-2008 UCC standing-Y

### **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:**

Has any past leader left under pressure or by involuntary termination?  
Yes (see previous page “Our values and practices when it comes to conflict” section) Ask us

Has your church been involved in a Situational Support Consultation?

Yes (see previous page “Our values and practices when it comes to conflict” section) Ask us

Has a past pastor been the subject of a Fitness Review while at your church?  
No

## **WHO IS OUR NEIGHBOR?**

“Do not forget to entertain strangers, for by so doing some people have entertained angels without knowing it”. (Hebrews 13:2 NIV)

## 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 McGhie Memorial, peaceful marches during the aftermath of gun violence, like the “March for Our Lives”, community vigils recognizing the victims of gun violence, and the “Rally for Peace” previously mentioned.

We participate in weekly community service at CHUM’s homeless shelter and organize monthly volunteers to work at the Damiano Center community kitchen to prepare or serve meals. Prior to the COVID pandemic we also participated in a monthly inter-congregational "CHUM Church" for individuals with developmental disabilities.

A few years ago we raised money to renovate space in our church and became a Sanctuary Church for refugees in need.

Outside of Duluth and before the COVID pandemic, we engaged in service work

with our youth in week-long service trips to help in various communities around the country. Globally, Peace Church has helped support the work of a member family who 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 Minnesota Conference to address issues related to climate change - bringing forward resolutions that have gone through both the state conference and national setting of the UCC 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, served as missionaries in East Timor,



providing health care and working with local congregations.

Charlotte Frantz, member of Peace and our current Interim Pastoral Associate, led Peace in resettling four Afghan women. Members of the congregation organized a Sponsor Circle and provided the necessary support for the women. Many members of Peace contributed to the Sponsor Circle's work.



While we 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.

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

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



St Mark AME/Peace Choir

In October Peace Church participated, along with the Minnesota Council of Churches, local Lutherans and St Mark AME, in a truth-telling service about Duluth's racial legacy. This is part of a

series the Minnesota Council of Churches is doing around the state.

### **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 rotating 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 Children's Church 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:**

Our Pastor of 30 years developed strong relationships within the community, both with clergy and lay people involved in social justice issues.

Opportunities for the youth of the congregation to experience community service work is a priority, though these activities have been put on hold since the COVID pandemic. Summer Work Camps and Urban Immersion experiences encourage the youth to think of those who are unseen and marginalized.

Our Pastor participated in and with multi-denominational groups and activities that teach us to listen to and learn from others.

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

(Mission Insite reports available upon request)

The Mission Insite reports provide important demographic information of the neighborhood we are in. Our neighborhood affords us many opportunities for outreach and cooperation with local agencies and congregations. We have a meaningful relationships with St. Mark AME Church, CHUM (Central Hillside United Ministry), the Duluth NAACP and AICHO (American Indian Community 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 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 populations. 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. We recognize 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, Dismantling Racism 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, AA, NA, and GA support groups, Girl Scouts, Boy 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:**

Quotes from three new members:

“As new residents in Duluth, Peace church introduced us to peace and justice issues in Duluth which fostered new connections for us in the Duluth community. We enjoyed the music at Peace Church and the engaging, entertaining, vulnerable, spirit filled sermons. We generally look for a church that we feel we can give to and Peace is welcoming and ready to include.”

“When our first child was born, my wife and I felt a strong need to strengthen our roots here in Duluth. We began earnestly looking for a church home. We were looking for a church that was open and affirming with a strong commitment to social justice. We were also seeking a church community that would support our growing family and facilitate engagement for all ages. Upon becoming members, we found many options for involvement that fit a variety of interests and talents. We felt that to make Peace Church feel like our church we needed to take an active role in the community.”

“I admire Peace Church’s commitment to social justice and have found ways to exercise my faith like providing food for CHUM, meals for Loaves and Fishes, and help to immigrants needing assistance. My favorite form of worship is the Taize service so I appreciate that Peace provides this. In this church I see the Holy Spirit at work every time I walk through the door.”

## REFERENCES

### Reference 1

John Cole, Executive Director  
CHUM (Central Hillside United Ministry)  
102 West Second Street  
Duluth MN 56802  
218.720.6521  
[jcole@chumduluth.org](mailto:jcole@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 #3

### Reference 2

Pastor Anthony Galloway  
St. Mark AME  
530 N 5th Ave E  
Duluth, MN 55805  
651-253-4432  
[PASTOR@STMARK-AME.ORG](mailto:PASTOR@STMARK-AME.ORG)

- Relationship to Peace Church: St. Mark AME has been a partner of Peace United Church of Christ for many years. Whether it has been in support of the many community initiatives addressing key issues from gun violence and community peace initiatives to standing in solidarity with marginalized communities
- Letter attached as appendix #4

### Reference 3

Susana Pelayo Woodward, Director  
Office of Diversity & Inclusion  
University of Minnesota Duluth  
236 Kirby Student Center  
1120 Kirby Drive  
Duluth MN 55812  
218-726-8444  
[swoodwar@d.umn.edu](mailto:swoodwar@d.umn.edu)

- Relationship to Peace Church: Peace Church supported our international and BIPOC students who needed food and money during the pandemic as many of them lost their jobs, and our international students could not return to their home countries.

## CLOSING THOUGHTS

### PEACE PEOPLE

We are the people of God, a holy healing people  
a sacred searching people, with deep questions and bedrock beliefs  
with music in our hearts and prayers on our lips.  
We are young and old, queer and straight, single and partnered, and  
In-between.

Babes in arms, toddlers and preschoolers, full of energy and dreams.  
Children in our fragile years when a word or a gesture  
can bring instant joy or lodge a hurt that festers in the flesh.  
Middle and high schoolers imagining new worlds  
while the body feeds and flourishes and wants so much to belong.  
Parents proud and working hard to raise the kids and make a home  
trying to get it right and knowing we'll make mistakes.  
Elders yearning for wisdom, telling our stories and hoping to pass it on.

We are learning, young and old, from each other and from the wild adventures  
and the impossible tragedies that visit us over and over.  
We want to change the world and we want to be comfortable.  
We want new systems and laws so the hungry are fed  
and the powerless have jobs. We want to beat the instruments of war  
into plowshares and outlaw the rifles of slaughter.  
We want to create a kin-dom where every life is celebrated  
and we often feel powerless and exhausted ourselves.

Still we are people of hope, impossible hope, straining hope  
believing in the beloved community, striving to create a place  
where all are welcome and everybody gets to sing their favorite song.

We are open to change but not too much and not too fast.  
We all have a soft spot for certain rituals and traditions  
a classic song, a special prayer, a way of doing things.

We are employed and seeking work, successful and stressed out  
retired and still involved, sharing our treasure and trying to make ends meet  
marching in the streets and feeling depleted from endless obligations.  
We show up for the least of our sisters and brothers at the food shelf  
at the homeless shelter. We make sandwiches, we serve breakfast  
we bring meals to the Loaves and Fishes home. We care for each other.

We are the family of Peace. We are ready to walk with you  
to tell you our names and our stories, to share our visions  
to celebrate all that has been and to build more than we can imagine.

12/20/2022

Gary Boelhower  
Member of Peace Church

## **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 Search Committee:

- Stephen Dando, Spiritual Advisor
- Ron Deters
- Veronica Gaidelis-Langer
- Amy Galarowicz
- Betty Greene, Secretary
- Laura Hamel
- Mary Junnila
- Warren Post
- Mike Swanoski, Chair

### **Youth Advisors who will participate in the interview process and advise the search committee**

- Kate Dean
- River Fena
- Lorelie Schwensohn

**Signed:** Mike Swanoski, Chair on Dec 22, 2022

## **VALIDATION BY CONFERENCE/ASSOCIATION**

The congregation is currently in good standing with the MN Conference UCC acting as an Association.

**Staff Comment:** Peace UCC in Duluth is one of our strongest congregations that is deeply involved in their community and committed to their core values and those of the UCC.

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

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

My signature below attests to the above three items.

Signature: on File

Name / Title: The Rev. Cindy Mueller, Steward for Search & Call for the MN Conference UCC

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

Phone: 763/439-3952 (mobile)



## Appendix 1 (Job Description)



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

<b>Job Title:</b>	Lead Pastor
<b>Terms of Position:</b>	Defined in Call Agreement
<b>Accountability:</b>	To the congregation as a whole and the Coordinating Council elected by and representative of the congregation.
<b>Nature &amp; Scope:</b>	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. Collaborates closely with staff and lay leaders to implement and nurture the vision of the congregation as expressed in the Mission Statement and Long-Range Plan.

### **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 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
- Leading worship services for members and friends of the congregation's weddings, funerals, and baptisms
- Maintaining personal spiritual journey so as to sustain the strength and vision needed to lead the congregation

#### Pastoral Care

Provide pastoral support through:

- Coordinating with the pastoral care staff and lay leaders to ensure the needs of the congregation are fulfilled, including visiting and giving comfort to members who are sick, in crisis or home-bound; as well as providing pastoral counseling and support to members during important life transitions and in times of grief and celebration

### Teaching

Educate the congregation by and through:

- Developing of and leading adult education programs in coordination with the Faith Formation Minister and Adult Education Team
- Working with the Faith Formation Minister and volunteers to plan and help implement the confirmation program
- Acting as a consultant to the Faith Formation Minister and other staff who are responsible for children and youth programming

### Wider Church and Community Involvement

Provide leadership with the United Church of Christ and the Duluth community through:

- Serving as consultant to the teams which are part of the Acting for Justice Hub of Peace Church
- Supporting and encouraging church members' involvement in community justice work, including through faith and nonprofit organizations in Duluth such as CHUM, a 501(c)(3) nonprofit human services agency in Duluth, MN sponsored and governed by an interfaith coalition of 40 faith communities.
- Participating in meetings of the MN Conference of the United Church of Christ.
- Representing Peace United Church of Christ at community events and other outreach events as discussed and agreed upon with the Coordinating Council.

### Administration

Provide administrative direction and support through:

- Promoting and supporting effective stewardship of church resources in cooperation with the stewardship team, Treasurer, Bookkeeper and Business Manager
- Regularly communicating with members and Coordinating Council, including attending Pastoral Relations Committee meetings, Council meetings, executive committee meetings and occasional team meetings (when requested)
- Effectively administering church business by coordinating work among staff and committees and facilitating communication between committees and the Coordinating Council
- Collaborate with staff, lay leadership and the congregation to assist with the realization of Peace's Long-Range Plan and Mission Statement and periodically revisit and revise these guides, as needed.
- Acting as head of staff. To that end, the pastor(s) would:
  - Work in cooperation with the Human Resources Committee to effectively manage staff
  - Contribute to a collegial working environment for all staff and promote an atmosphere of cooperation, mutual respect, and growth within the staff and the church congregation
  - Conduct weekly staff meetings and an annual retreat for all staff
  - Meet regularly with the Music Director, Faith Formation Minister and other worship staff

### Personal Renewal

Maintain self-care and personal development by:

- Managing hours of work by taking off two weekdays each week for personal needs; using compensatory time to make up for hours worked outside of a regular workweek, e.g., funerals, weddings, meetings, community events
- Participating in opportunities for continuing education.

### **QUALIFICATIONS:**

- Ordination in the United Church of Christ
- 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

### **Appendix 2 (Holy Cow Survey)**

## **Appendix 2: Holy Cow Survey**

To inform our search process, Peace Church contracted with Holy Cow Consulting to help us conduct a survey of our congregation in the fall of 2022. Results provide insights into who we are as a church community and our hopes are for our next Pastor.

### **Who Took the Survey?**

202 members took the survey out of a congregational membership of approximately 500. **Survey respondents are very highly educated, mainly older adults, white, and living in one or two-person households. Income levels varied.**

84% of survey respondents (age 25+) are college graduates – with 51% having a graduate degree, with another 10% having some graduate school education.

Most survey takers (62%) are age 55+, with 30% in the age 35-54 span, and 10% were 34 or younger. (44% were age 65+. Results add to 102% presumably due to rounding.)

99% self-reported as white, non-Hispanic. 1% reported as “other ethnicities.”

68% of survey takers report living in one or two-person households. One-person households were 17%; two-person households: 51%; three-person households: 10%; four-person households: 19%; five or more: 3%.

The household incomes of survey takers shows variability. 65% fell between \$50k and \$150k in annual household income, but 12% of survey takers had household incomes of \$35k or under, and another 13% had household incomes under \$50k. 10% had high household incomes – above \$150k. The average household income of survey takers was about \$94,000. This compares to the average Duluth household income of about \$73,000.

**Are survey takers representative of our Congregation as a whole?** The profile above is undoubtedly not a perfect representation of our entire congregation. We believe responses somewhat underrepresent: Our congregation's young families, non-white membership, and people who might face challenges taking the survey (for instance, due to disability or lack of technology/internet.) Nonetheless, the profile of survey takers provides a useful snapshot of many highly engaged church members. It is certainly a very important segment of who we are.

## Highlights of Survey Results

One: The strong response rate suggests positive engagement in our Church.

Any response rate higher than average Sunday attendance is considered a strong response. Our response rate was 15% above that target. We also had 80 people (40% of survey respondents) who took time to add written comments.

Two: What we are looking for in our next pastor: Preaching ability, strategic leadership, and pastoral care.

72% of survey respondents said preaching ability is the most important of 8 criteria. Strategic leadership ranked as #2, and pastoral care #3. Survey comments reinforce these findings. There were more comments about worship than any other single topic. There were also many comments that reflect the "pastoral care" quality, for instance, comments asking for someone good with kids, someone who is empathetic and has the ability to really "see" everyone, and the ability to meet needs of those struggling with grief or mental illness.

Three: Overall, morale is relatively high: in the 58th percentile.

Holy Cow identifies both morale and hospitality as areas that could likely improve with a settled Lead Pastor, but both rate above average for churches. For instance, in answer to question, "The whole spirit in our congregation makes people want to get as involved as possible," 75% agree – a response that puts us at the 65th percentile compared to other churches.

Four: There is a desire for more engagement and service opportunities and more family programming.

In survey comments, many people are asking for more opportunities to form meaningful relationships within the church community (for example, small groups, nurtured friendships, and shared meals), more opportunities for service work and volunteerism, and more family and youth activities.

Holy Cow says three goals are unusually strong for us: Expanding outreach ministries that provide direct services to those living on the margins of society; strengthening the management and support of persons in various ministries; and strengthening the pastoral response of the church in serving members in times of need (emotional, mental, physical, spiritual, etc.).

Five: Theologically, Peace Church has very liberal perspectives.

Peace church scores in the 2<sup>nd</sup> percentile compared to other churches in its answers to four questions designed to measure our views regarding such issues as the nature of the Scripture or historical practices.

Six: Survey results reveal some, but fairly minimal, concern about past conflict.

Past conflict was mentioned in a few comments, and it rates as one concern on our list of concerns identified by Holy Cow, but it does not rise to a rating of even being “significant” per Holy Cow. In comments, some people expressed a desire for more transparent decision-making.

Seven: We are flexible as a congregation, but some people miss old ways.

We scored very high on Holy Cow’s flexibility/adaptability scale, yet comments also suggest some people miss former practices, for instance Wednesday night services which have not happened since the pandemic. There were many comments relating to changes in our worship service – with differing views expressed.

## Appendix 3 (Ref #1)

December 2022



To Whom It May Concern

CHUM is a multifaith organization that has been identifying and serving the needs of marginalized Duluthians for nearly 50 years. This work began in 1973, amid economically trying times, when it was hard to find hope and security. Churches were seeing great need, and knew they would be unable to serve everyone as individual parishes, so they joined together as a group, and organized themselves in service to others. CHUM was then, and is now, an organization of the faith communities in Duluth, and cannot fulfill its mission without the dedicated and committed volunteers, financial contributions, and other resources from our member congregations.

Not long after CHUM was organized, Peace United Church of Christ joined the effort. In the years since, Peace has continued to be a top supporting affiliated congregation that has been integral to the services CHUM provides to our neighbors. Here are a few examples.

- Peace is a very social justice oriented congregation with a passion for addressing the systemic ills within our community and our world. Rather than ignoring or marginalizing those who are experiencing the pain of poverty or prejudice or rejection or isolation, Peace Church, separately, and collectively through its relationship with other faith communities, acknowledges this more painful reality and, in many small ways, seeks to transform it. Consequently, their membership, individually and corporately, engage in works and in legislative advocacy to break down barriers and to combat unjust systems.
- In the mid 1970's, CHUM Church was a monthly worship service, Sunday School,

and fellowship created specifically for developmentally disabled adults from around the city. While congregations took turns providing the content of the service, food and fellowship, Peace Church for over two decades opened their doors provided access to the sanctuary space for worship, the Fireside Room for social time, the classrooms for classes, and the Fellowship Hall - all of which helped to sustain and nurture the life of CHUM Church. This invaluable contribution bears witness to the sense of mission and incredible generosity of its congregants.

*"CHUM is people of faith working together to provide basic necessities, foster stable lives and organize for a just and compassionate community."*

102 West Second Street, Duluth, Minnesota, 55802 • 218-720-6521 • [www.chumduluth.org](http://www.chumduluth.org)  
Churches United in Ministry, a 501 (c) 3 organization

- When CHUM started the Gabriel Project in the late 1990s, Peace jumped in with both feet to help and provide leadership. A collaboration of six congregations in the depressed Hillside area, the collective goal was to help support families and to work for social and economic justice by providing information, referral, and financial assistance to people in need. The ultimate goal was to build community organizing campaigns that utilize congregational resources to create lasting change – a prospect which resonated easily with the members of Peace Church.
- The doors of Peace Church seem to always be open for CHUM. For several years, their freezers held rhubarb for our annual fundraiser –the Rhubarb Festival. Over the years, Peace Church has hosted our Quarterly Assembly, and has always made sure that their congregational delegate slots to this decision making body were always filled. CHUM’s first executive director, John Hawley, came from Peace’s congregation. Successive pastoral leadership have promoted a strong spirit of ecumenism and interfaith collaboration within and without the congregation, and has oftentimes provided leadership to our interdenominational Clergy gatherings.

Peace United Church of Christ, like CHUM, is able to help those in need because they know people in need. They are with the poor, not just for the poor. The congregation is made up of people who have given much of their lives to addressing the needs of the poor in Duluth. Its 150 years of ministry has been a beacon in this community, and CHUM is pleased to have shared the last 50 years with them. We remain appreciative of

this incredible partnership, leadership and ministry. Our call to care for God's people is manifested in our long-time collaboration, and in this process we are being transformed as much as are those we serve. We look forward to many years to come.

Sincerely,

A handwritten signature in black ink, appearing to read "John Cole". The signature is fluid and cursive, with the first name "John" and last name "Cole" clearly distinguishable.

John Cole  
Executive Director  
Email: [jcole@chumduluth.org](mailto:jcole@chumduluth.org)



## Appendix 4 (Ref #2)



Saint Mark African Methodist  
Episcopal Church 530 North 5<sup>th</sup>  
Avenue East  
Duluth Minnesota, 55805



(218) 481-7333  
[www.stmark-ame.org](http://www.stmark-ame.org)  
Reverend Anthony Galloway,  
Pastor

December 21, 2022

To whom it May concern,

I greet you as the pastor of St. Mark AME Church - the historic hub of the Duluth African Heritage community for over 125 years.

We have been fortunate to partner with Peace United Church of Christ for many years. Whether it has been in support of the many community initiatives addressing key issues from gun violence and community peace initiatives to standing in solidarity with marginalized communities, Peace has always brought a sincerity of heart and clear passion for justice to the table. We have been able to partner on Duluth's first Juneteenth Gospel Brunch held outdoors in the central hillside neighborhood. One of the biggest collaborations between our churches is the Arthur Foye Scholarship Fund which was started by Peace in honor of our Arthur Foye, one of the previous pastors of St. Mark who died tragically many years ago. The Peace community has been clear that our collaboration enhances our collective capacity to do good in the world.

From our vantage point, we have seen Peace church marshal its resources in support of those in need in the community and are working tirelessly to form deeper connections with those who are not currently part of their community of mostly white partitioners. As a predominately Black congregation, St. Mark has valued our partnership with Peace to form interracial and intersectional bonds that are focused on authentic and courageous discourse that raises our collective consciousness. To this end we are the founding churches of the Central Hillside Community Gospel Choir that is a vehicle for this discourse; centering a Black artform while leveraging the amazing experiences it provides towards reconciliation and Justice.

We are proud supporters of Peace United Church of Christ and may this letter serve as an affirmation of our continued partnership in Christ.

Respectfully,

Rev. Anthony Galloway

A handwritten signature in black ink, appearing to read "Anthony Galloway", written in a cursive style.

Pastor, St. Mark AME Church

REFERENCE INFORMATION:  
REV. ANTHONY GALLOWAY  
651-253-4432  
[PASTOR@STMARK-AME.ORG](mailto:PASTOR@STMARK-AME.ORG)

A gift opens the way for the giver and ushers her into the presence of the great. Proverbs  
18:16

## Appendix 5 (Ref #3)

# UNIVERSITY OF MINNESOTA

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*Duluth Campus Office of Diversity & Inclusion 236 Kirby Student Center 1120 Kirby Drive  
Duluth, MN 55812  
Office: 218-726-8444  
Fax: 218-726-6724*

December 21, 2022

To Whom It May Concern:

My name is Susana Pelayo-Woodward, and I have lived in Duluth for over thirty years. I work at the University of Minnesota Duluth as the Office of Diversity & Inclusion Director. I am writing this letter of support for the Peace United Church of Christ.

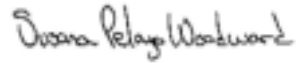
I have had many interactions with the previous minister and congregation members. Peace Church is one of the most active congregations in our community. Their commitment to social justice is one of their core values. As a congregation, they are committed to dismantling racism. They are the only congregation in our community that is a sanctuary congregation. I continue to be impressed with their kindness and commitment to making our community a better place for everyone.

One of the most recent experiences with congregation members was during the pandemic. Many of our international and BIPOC students needed food and money as many of them lost their jobs, and our international students could not return to their home countries. I received a call from Charlotte Frantz to inform me that the congregation will donate funds and gift cards for our students. I was extremely happy with their generosity and outreach to our students. They also have been active leaders in conversations about immigration in our community. I am a member of the Interfaith Committee for Migrant Justice (ICJM), which has several congregation members. We have hosted numerous events and conversations at Peace Church. They often open their doors to many community organizations to host events, training, and workshops that involve social justice.

Their dedication to social justice is admirable, and their commitment to our community is outstanding.

I am willing to talk to you further if you would like to discuss any of my above comments of support for Peace United Church of Christ. Please feel free to contact me at [swoodwar@d.umn.edu](mailto:swoodwar@d.umn.edu) or 218-726-8444.

Sincerely,

A handwritten signature in cursive script that reads "Susana Pelayo Woodward". The signature is written in black ink on a white background.

Susana Pelayo-Woodward

**Driven to Discover** <sup>SM</sup>