

**Name of Church**  
First Congregational UCC

**Address**  
310 Bluff Ave  
Sheboygan, WI 53081

**Conference:**  
Wisconsin

**Association:**  
Northeast (Wisconsin)

**Title**  
Interim Pastor

**Start Date**  
n/a

**Description**  
Interim Pastor

### Church Contact Information

(920) 457-4818 (Church Primary Phone)  
[office@fccsheboygan.org](mailto:office@fccsheboygan.org) (Church Email)

### Listing Information

#### Web Presences

<a href="https://www.instagram.com/fcc_sheboygan/">https://www.instagram.com/fcc_sheboygan/</a>	Type: Blog
<a href="https://www.fccsheboygan.org/">https://www.fccsheboygan.org/</a>	Type: Professional
<a href="https://www.facebook.com/fccsheboygan">https://www.facebook.com/fccsheboygan</a>	Type: Blog

#### Additional Formal Ecumenical Affiliations

None

#### UCC Conference or Association Staff Contact Person

**Name:**  
Reverend Jane Anderson

**Title:**  
Associate Conference Minister

**Phone:**  
920-540-2586

**Email:**  
[janderson@wcucc.org](mailto:janderson@wcucc.org)

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**What we value about living in our area.**

First Congregational Church of Sheboygan (FCC) is a vibrant, Open and Affirming congregation rooted in progressive theology, radical welcome, and a commitment to spiritual growth. We are a community that values thoughtful worship, social justice, inclusive fellowship, and intergenerational engagement. After 30 years of beloved co-pastoral leadership, FCC is entering a time of significant transition—one marked by gratitude, reflection, and hopeful reimagining. As we journey forward, we envision a church that honors its deep roots while embracing a future shaped by fresh leadership and evolving needs. We anticipate a period of change, including the expected departure of some members and the shift from two pastors to one. Still, we see opportunity in this liminal time to deepen relationships, clarify purpose, and prepare to call a settled pastor who shares our vision. To get there, we need courageous discernment, open hearts, and an Interim Pastor who is gifted in guiding healthy transition. We seek a wise, compassionate leader who can walk with us for a year or more, helping us explore identity, heal grief, and strengthen community. We welcome a partner in ministry who understands both the sacredness of what has been and the sacred potential of what is yet to come.

**Current size of membership**

445

**Average in person attendance**

140

**Does your church hold virtual worship services?**

Yes

**Choose platform type(s) and number for virtual worship.****Video Hosting Platform**

On average, how many views are received per service?

50

**Languages used in ministry**

English

**Position Title**

Interim Pastor

**Position Duration**

Intentional Interim

**Compensation Level**

Other

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

Yes

**Link to current Conference guidelines**

<https://wcucc.org/wp-content/uploads/2024/10/9-11-25-FINAL-2025-Compensation-Guidelines-for-Full-Time-Ministers-Wisconsin-Conference-August-2024.pdf>

**Scope of Work**

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Select the expectations of the church's next pastor using the list below and following the [Call Agreement Workbook](#).

Some additional goals for the pastor may also be included here. Expectations should be reasonable based upon the compensation level selected above; for example, a ¼ time pastor likely has time for Worship Leadership, preaching, service preparation, and possibly emergency on-call pastoral care.

## Expectations:

Worship Leadership, Preaching, Service Preparation.  
Leadership with Church governing body and committees.  
Special services (weddings, funerals, liturgical year services).  
Maintain collegial and denominational relationships.  
Mission and service involvements.  
Other expectations: please provide a list.  
Staff supervision  
(TBD) Confirmation in coordination with our youth minister

## Compensation and Support

The salary basis comes from the [Call Agreement Workbook](#), equal to Cash Salary plus Value of Parsonage/ Housing Allowance. The Conference can assist in determining these amounts or provide a worksheet to be used to calculate these values.

SALARY AND BENEFITS OFFERED: SALARY BASIS: ITEM OFFERED	AMOUNT OR PERCENTAGE (IF DETERMINED)	IS THIS NEGOTIABLE	PASTORAL CANDIDATE DETERMINES
Salary (Cash basis determined from Conference/ Association Guidelines)	55000	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Housing Allowance	20000	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Any Experiential Difference (Related to years of experience)	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Salary Basis: 75000			
Pension/Annuity	10500	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Social Security and Medicare Offset	5740	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Medical/Dental Insurance	31250	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Life Insurance	375	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability Insurance	750	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Worker's Compensation	375	<input checked="" type="checkbox"/>	<input type="checkbox"/>

If needed, please comment further on your church's salary and benefits for the minister.

The expected living situation for our next minister.

Living nearby with a housing allowance (80% in person/week)

If a parsonage is provided, will the church offer a home equity allowance to the pastor? (The recommended guidelines for a home equity allowance is equal to 1.5% of the average home value in the community; this is considered taxable to the minister. The Housing Equity Offset should not be calculated into the Salary Basis upon which other Benefits are determined. Churches should consult a tax advisor prior to establishing any account for an equity allowance to ensure compliance with IRS rules on nonqualified deferred compensation plans.)

No

Not applicable

How our church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment.

Not applicable

Additional reimbursements the next Pastor can expect to receive as part of their employment:

Reimbursement for use of personal vehicle.  
Conference and/or Association meeting registrations  
Other meeting registrations (or educational requirement registrations).  
Criminal background checks.  
Community of Practice Participation.  
Other:  
*No response*

#### Peer and professional supports available for ministers in our association/conferences.

The Wisconsin Conference of the United Church of Christ offers robust peer and professional support for ministers. Clergy can participate in Communities of Practice (COPs), which are facilitated groups fostering mutual learning and spiritual growth among pastors and faith educators statewide. These groups meet regularly to share wisdom and provide collegial support. Additionally, the Conference provides resources for church management, ministry development, and leadership training, ensuring ministers have access to tools that support their vocation and congregational leadership.

## Who Is God Calling Us to Become?

"You shall love the Lord your God with all your heart, and with all your soul, and with all your mind." (Matthew 22:37 NRSV)

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

God is calling First Congregational Church (FCC) of Sheboygan to deepen its identity as a radically welcoming, justice-centered, and spiritually vibrant community. As an Open and Affirming congregation in the United Church of Christ, FCC is being drawn toward a future rooted in compassion, inclusion, and courage. In the face of pastoral transition and cultural change, FCC is being invited to reaffirm its foundational values—progressive theology, intergenerational community, and service to others—while reimagining its structure, worship life, and outreach for new generations. This call is taking shape through a renewed focus on spiritual formation, anti-hate education, creation care, and LGBTQ+ advocacy. God is asking FCC to become not only a place of belonging, but a bold witness for dignity, equity, and love in action. Through small group connection, open dialogue, and discernment during this interim season, FCC is called to become more nimble, more collaborative, and more connected—to one another, to Sheboygan, and to God's dream of justice and peace.

#### How God is calling us to reach out to address the emerging challenges and opportunities of our community and congregation.

In 2024, FCC stepped forward into several new ministry experiments responding to emerging needs. One such initiative was the formation of a new Open and Affirming (ONA) Ministry, launched a decade after FCC first became an ONA church. This ministry now actively seeks to deepen understanding, visibility, and celebration of LGBTQ+ inclusion across all aspects of congregational life. The work is designed not only to affirm identity but to educate the church and wider community, and to help ensure that FCC's welcome is experienced as sincere, visible, and ongoing. Another innovative response was FCC's partnership with the Literacy Council of Sheboygan to host free English Language Learner (ELL) classes. By opening its classrooms, FCC became a weekday hub of hospitality and inclusion for over 50 immigrants and refugees, many from Myanmar, Venezuela, and Syria. FCC also supported this work by offering free nursery care and summer space at no cost. These experiments reflect FCC's commitment to adaptive ministry—offering space, presence, and resources to those marginalized or underserved. Next steps include inviting deeper member engagement in these efforts, fostering intergenerational participation, and listening for the Spirit's continued guidance in growing these seeds of outreach into sustainable expressions of God's love.

## 11-Year Report

Download a copy of the 11-Year Report developed with the help of our conference staff and UCC Data Hub.

[Download 11-Year Report](#)

### Congregation Demographics

Describe those who participate in your church.

DEMOGRAPHIC	NUMBER
NUMBER OF ACTIVE MEMBERS:	445
NUMBER OF ACTIVE NON-MEMBERS:	54
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	499

ARE THESE NUMBERS ESTIMATES?

Yes

Describe the total participation of the church:

DEMOGRAPHIC	NUMBER
MEMBERSHIP 5 YEARS AGO:	490
MEMBERSHIP 10 YEARS AGO:	508
WEEKLY ADULT EDUCATION ATTENDANCE: (IF ANY)	33
YOUTH MINISTRY ATTENDANCE: (IF ANY)	46

ARE THESE NUMBERS ESTIMATES?

Yes

Number of total participants by age:

AGE	NUMBER
0-11	29
12-17	32
18-24	35
25-34	31
35-44	48
45-54	63
55-64	93
65-74	92
75+	132

ARE THESE NUMBERS ESTIMATES?

Yes

Staff and Volunteer Leadership

**List of all current staff:**

STAFF OR VOLUNTEER POSITION	WHO GUIDES THE WORK OF THIS POSITION?	COMPENSATION	LENGTH OF TENURE FOR CURRENT PERSON IN THIS POSITION
Director of Music	Deacons of Worship and the Arts/Pastor	part	Oct 2016
Organist	Director of Music	part	Dec 2009
Church Secretary	Pastor	part	March 2021
Youth Fellowship Coordinator	Christian Education Board / Pastor	part	Sept. 2019
Digital Communications Coordinator	Currently the Pastor Team (see * note below)	part	Aug. 2022
Director of Firefly Preschool	Firefly Preschool Board	part	Aug. 2022
Firefly Preschool Teachers (6)	Director of Firefly Preschool	part	2024-2205
Housekeeper	Currently the Pastor Team (see * note below)	part	June 2024
Custodian	Currently the Pastor Team (see * note below)	part	Feb. 2023
Accountant	Currently the Pastor Team (see * note below)	part	Mar. 2005
Nursery Workers	Sunday School Coordinator	part	Yearly
Audio Video Techs	Currently the Pastor Team (see * note below)	part	Yearly
Sunday School Coordinator	Christian Education Board / Pastor	part	Aug. 2018

**Reflection: What this information reflect about our congregation's overall ministry:**

FCC's ministry is rooted in intergenerational engagement, strong lay participation, and vibrant programming. While membership has modestly declined, FCC remains active across age groups, with strength among older adults and solid youth involvement. The range of paid staff—from music to youth to preschool—supports a holistic, community-facing ministry that nurtures faith, supports families, and offers hospitality to both members and non-members in Sheboygan and beyond.

\* Since we're moving from 2 ordained pastors (1.5 FTE) to 1, we're adding 2 new administrative positions to assist the Pastor.

## Church Finances

**Current Annual Income**

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	389308
Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)	103915
Fundraising Events	10000
Total	503223

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

542611

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.

[Download church budget](#)

Has the church ever failed to pay its financial obligations to a minister of the church?

No

Total amount of loan debt:

*No response*

Reason for debt:

No debt

Are capital and other payments current?

Yes

Does the church currently have any endowments? If so, what are the values of those endowments?

Endowment:

2000000

Endowment:

363176

Endowment:

*No response*

## Capital Campaigns

Description of any building programs projected or underway.

We are not currently running a capital campaign. Our last campaign in 2015-2016 raised approximately \$945,000 for HVAC and other building improvements, as well as gifts to UCCI CAMPITAL Campaign and Lakeland University.

## Pictures



Does the church have a parsonage?

No

Describe all buildings owned by the church and include pictures:

Our church is an attractive and well-maintained one-story, accessible structure that includes solar panels. It is located across the street from Vollrath Park, on the shore of Lake Michigan. The building includes a sanctuary, chapel, large fellowship hall, large kitchen, lounge, conference room, classrooms, nursery, pipe organ, choir room, offices, and a beautiful courtyard. There is adequate parking and the grounds are nicely landscaped. The grounds include GROW ministry vegetable gardens and a fenced play area for Firefly Preschool.

We also own 1.95 acres of wooded land in the Town of Holland (next to Oostburg, WI).

**Description of non-owned buildings or space used or rented by the church:**

None

**Accessibility features of our building(s):**

Exterior access such as ramps for wheelchair users or people requiring other mobility assistance  
Accessible parking spaces  
Access to worship spaces, including chancel and pulpit, for wheelchair users and people with other mobility aids  
Access to child care spaces for wheelchair users and people with other mobility aids  
Listening devices in the sanctuary, or wireless technology to connect to hearing aids  
Large print bulletins  
Wheelchair access in bathrooms  
Handrails on all stairs  
Sound system in sanctuary and other meeting places (fellowship hall, large meeting rooms, etc.)

Curb cuts  
Accessible bathroom on each floor  
Wheelchair areas in sanctuary (other than "front or back")

**Which spaces are accessible to wheelchairs:**

We have a single floor plan. All public spaces in the building are accessible, including the chancel area, except for the sanctuary balcony (which houses the organ loft and audio-visual booths). We have adequate parking and reserved parking spaces.  
Some staff-only areas have limited access: basement and the piano in the choir practice room.

## Historical Information

**Significant happenings in the history of our church that have shaped the identity of our congregation.**

**Current building built (1960)** We're thankful for a functional, attractive building that supports our ministries, growing preschool program, and allows us to offer space to some groups in our community.

**Endowment Fund Resolution (1971)** dedicated endowment interest to outreach ministries, with an emphasis on community projects. The Board of Christian Service was created 3 years later, expanding our commitment to serving the wider community, a core part of our ministry.

**Open and Affirming (2014)** solidified our commitment to radical welcome and inclusion for all, now a cornerstone of our congregation's identity. Today our ONA Committee supports our congregation in living out the designation and our youth programming includes the Our Whole Lives (OWL) program.

**The most impactful event in the past 10 years was the COVID-19 pandemic.** It halted in-person services for over a year and disrupted many of our ministries, challenging us to adapt technologically and find new ways to connect and serve.

**Ministerial History:**

*Name:* James Hollister

*Years of service:* 30

*Name:* Julia Hollister

*Years of service:* 28

## Community Vision

**How the relationships and activities of our congregation extend outward in service and advocacy.**



FCC's relationships and activities extend outward in meaningful, mission-driven service and advocacy through the work of the Christian Service Board (CSB) and a host of outreach ministries. Guided by compassion and a commitment to justice, FCC gave over \$52,500 in grants to 39 nonprofits in 2024, supporting food security, housing, health care, education, refugee aid, and LGBTQ+ advocacy. Beyond financial giving, FCC members engage in hands-on ministries: preparing meals for the Community Café, supporting Rohingya refugee families with transportation and legal aid, offering space and childcare for English language learners, and cultivating inclusion through its Open and Affirming ministry. Globally, FCC partners in literacy and scholarship work in Malawi. FCC's service is rooted in relationships—with those in need, local agencies, and each other—expressing Jesus' love through tangible care and consistent advocacy.

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, through [Just World Covenants](#) or affiliations with other groups. Check any of the following partnerships which your congregation has formally adopted, or movements which otherwise apply to your congregation.

Creation Justice.  
Open and Affirming (ONA).

## References



☒ Allison Thompson

Completed: yesterday

Allison Laine Thompson, CEO, Fresh Meals On Wheels  
Community partner

Primary Email Address: [allison@freshmealsonwheels.org](mailto:allison@freshmealsonwheels.org)

Business: 9204517011

### Reference Response

First Congregational UCC in Sheboygan is a fantastic community partner that cares greatly about people and showing the love of Christ. Their members, staff and leadership all believe in volunteerism, helping others, caring for those who are less fortunate and not judging others. Their congregation is open to visitors, they have programs that are open to the public, and through it all, they do it with a smile. From the perspective of our organization, they always responds quickly to emails and phone calls; they deliver meals to homebound individuals for our program on a regular basis & one of the pastors serves continually on our Board of Directors AND takes time to deliver meals on a regular basis. We are privileged to host our Christmas party for volunteers there annually, and there is never trouble with communication or the condition of the facility.



☒ Jon Doll

Completed: yesterday

I have worked recently with Jim Hollister to create and lead the Sheboygan Meditation Society which has been housed at FCC the last 7 years.

Primary Email Address: [jonwdoll@gmail.com](mailto:jonwdoll@gmail.com)

Business: 9205470111

### Reference Response

I grew up in Sheboygan and lived there until leaving for college in 1968. I was confirmed at the FCC in the spring of 1964. I moved back to Sheboygan in 2013. I became acquainted with Jim Hollister in 2017 when we discussed the creation of the Sheboygan Meditation Society. Jim and I, along with several others, formed the SMS in November of 2018 and have been facilitating weekly meetings at the church ever since. I have also performed my music in the church on a number of occasions. Although I am not a formal member of the church I consider myself a good friend to Jim, Julia and the congregation.



☒ Wyatt Kuether

Completed: Wednesday, Jul 9, 2025

I am the CEO of The Production Farm, a partnering not for profit that provides mental health services in Sheboygan County.

Primary Email Address: [wyatt@theproductionfarm.org](mailto:wyatt@theproductionfarm.org)

Business: 9176702984

### Reference Response

We have worked with this amazing church over the years in many ways, we have been blessed to have received service work from their youth groups multiple times, providing outdoor work, to cleaning, to building an army of picnic tables. Their staff is amazing, we have been lucky to work with many, as well as working with many folks in their congregation, in volunteer aspects or through

other roles in the community. We have received funding from their Grant making foundation as well as been invited to their resource fairs. This church is incredibly giving, kind, caring, involved, community orientated, accepting, outward looking, and growth oriented. Seeing themselves as part of the whole, a part that can help bring the others together. We are very lucky to have a place like this in our community.

### Closing Prayer

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To the Interim Pastor  
To you who journey toward us,  
we ask that you  
listen, really listen  
meet each person on their spiritual journey  
know Scripture, make it relevant  
love to laugh  
respect the wisdom of  
babies  
children  
teens  
adults  
elders  
have empathy for those experiencing hard times  
judge no one  
be interested in  
the arts  
science  
nature  
world cultures  
be not afraid to cry or admit a misstep  
know when to apologize  
bring compassion and understanding  
be a team player and a servant leader  
maintain self-care and ask for help when needed.  
If you are  
humble  
inspiring  
kind  
we have a place for you here.  
By Lisa Vihos

### Statement of Consent

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#### 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.*

- Church Council
- Moderator
- Deacons of Personnel & Finance
- Treasurer
- Pastor Julia Hollister
- Pastor Jim Hollister
- Closing prayer by Lisa Vihos - Church member & Sheboygan's Poet Laureate

#### 2. Additional comments for interpreting the profile:

*No response*