

Name of Church
First Congregational UCC
Address
310 Bluff Ave Sheboygan, WI 53081
Conference:
Wisconsin
Title
Pastor
Start Date
Aug 10, 2026
Description
Settled Pastor

Church Contact Information

(920) 457-4818 (Church Primary Phone)

office@fccsheboygan.org (Church Email)

Listing Information

Web Presences

<https://www.fccsheboygan.org/> *Type: Professional*

<https://www.facebook.com/fccsheboygan> *Type: Professional*

https://www.instagram.com/fcc_sheboygan/ *Type: Professional*

Additional Formal Ecumenical Affiliations

No response

UCC Conference or Association Staff Contact Person

Name:

Reverend Jane Anderson

Title:

Associate Conference Minister

Phone:

920-540-2586

Email:

janderson@wcucc.org

Summary Ministry Description

First Congregational Church is a vibrant, welcoming, and spiritually diverse congregation located in Sheboygan, WI, on the western shore of Lake Michigan. We are committed to our Open and Affirming designation. Our worshipping community values thoughtful sermons that connect scripture to our lives, social justice, inclusive fellowship, and intergenerational engagement. We seek a pastor to guide our congregation as we begin a new chapter following an unusually long and successful co-pastorate. Our congregation wants to continue its legacy of progressive theology and community engagement while seeking new ways to support our mission and ministries. We welcome a pastor who shares our values to lead and inspire us as we grow in our faith.

Church pictures



What we value about living in our area.

Located on the beautiful shores of Lake Michigan, Sheboygan offers a mix of natural beauty and midwestern charm. People are drawn to the beaches and recreational activities, including fishing, boating, and water sports. The county offers an extensive park system (over 1,100 acres of parkland), bike and hiking trails, scenic riverwalks along the Sheboygan River, and world-class golf courses.

The downtown area is lively, featuring shops, a vibrant restaurant scene representing a variety of cuisines, and the arts, particularly the John Michael Kohler Arts Center and the Stephanie Weill Center for the Performing Arts. Sheboygan hosts several festivals throughout the year, including the Sheboygan County Fair and the Midsummer Festival of the Arts, along with various ethnic celebrations reflecting its diverse heritage. Civic engagement and volunteerism is strong.

The population is stable, with slight increases in recent years at the county level (to approximately 117,990) and the city level (approximately 49,500). A strong manufacturing base provides stable employment. The Sheboygan School system is highly regarded. Lakeland University (UCC affiliated) offers both undergraduate and graduate level programs, along with many opportunities for collaboration with our church. The University of Wisconsin-Green Bay also has a campus in Sheboygan.

The community offers strong medical facilities and proximity to Milwaukee and Green Bay.

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

Pastor

Position Duration

Settled

Compensation Level

Full Time

Does the total support package meet conference compensation guidelines?

Yes

Link to current Conference guidelines

<https://wcucc.org/wp-content/uploads/2025/11/FINAL-2026-Compensation-Guidelines-for-Full-Time-updated.pdf>

Scope of Work

Some fields reference The Marks of Faithful and Effective Authorized Ministers of the United Church of Christ .

The United Church of Christ recognizes *The Marks of Faithful and Effective Authorized Ministers* in the formation of ministers, in the practice of active ministry, and throughout life. For the purposes of completing a denominational Profile, ministers are asked to spend some time with the *Marks*.

The Scope of Work developed by our church using the Call Agreement Workbook.

[Download scope of Work](#)

3 core competencies that we imagine could be foundational in our next minister's relationship with the church.

First:

FCC Sheboygan is seeking an organized, detail-oriented leader who is willing to undertake the work of advancing the many ministries and programs of a vibrant, socially-minded congregation.

Second:

FCC Sheboygan is seeking a pastor who is courageous in embracing the many empathetic teachings of Jesus while encouraging congregants to live out the call of the Gospel in our local church, our community and beyond.

Third:

FCC Sheboygan is seeking a compassionate individual who shares themselves with our congregation, and our community and is supportive of the many ways our congregation works to live out the Gospel.

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)	44550	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Housing Allowance	25000	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Any Experiential Difference (Related to years of experience)	2625	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Salary Basis: 72175			
Pension/Annuity	10105	<input type="checkbox"/>	<input type="checkbox"/>
Social Security and Medicare Offset	5522	<input type="checkbox"/>	<input type="checkbox"/>
Medical/Dental Insurance	31250	<input type="checkbox"/>	<input type="checkbox"/>
Life Insurance	1082	<input type="checkbox"/>	<input type="checkbox"/>
Disability Insurance	0	<input type="checkbox"/>	<input type="checkbox"/>
Worker's Compensation	0	<input type="checkbox"/>	<input type="checkbox"/>

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

Salary and Housing Allowance are negotiable and will use *The Wisconsin Conference, United Church of Christ 2026 Full-Time Compensation Guidelines for Authorized Ministry* as a starting point.

The Salary above is calculated based on 5 years of experience plus an additional 10%.

The Housing Allowance above is calculated based on a median home price, in the City of Sheboygan, of \$250,000.

Life Insurance and Disability Income are included in the Life Insurance value above.

Additional funding is budgeted in these amounts:

Continuing Education: \$1,000

Professional Expenses: \$900

Community of Practice: \$250

Travel/Mileage: \$1,500

The expected living situation for our next minister.

Living nearby with a housing allowance

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.



Criminal background checks.
Community of Practice Participation.

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 to Minister with Us?

The ministry goals we envision our next minister collaborating with the congregation to achieve.

- Sustaining and supporting our ministries and mission
- Empowering lay leaders
- Lifelong faith formation and learning through discussion and fellowship
- Strengthening our connections across generations and differences
- Conversations on welcoming diversity

How our vision of the minister we are now seeking will assist the congregation in making an impact beyond its walls.

The minister we are now seeking will assist the congregation in making an impact beyond its walls by organizing and connecting the congregation to carry out our current ministries and guiding us to emerging service opportunities. Some of the current outreach ministries include Christian Service Board Grants, Youth Mission trips, Cub Scout pack 3804, Literacy Council English classes for immigrants and refugees, serving at the Community Cafe meal, and Laundry Love.

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

English language skills are required, however, candidates who are multilingual would be very welcome. FCC strives to live into the UCC value of "extravagant welcome to all God's people." Our congregation has a knowledge and appreciation of a variety of theological and spiritual perspectives represented in the members.

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

1. Exhibiting a Spiritual Foundation and Ongoing Spiritual Practice
2. Engaging Sacred Stories and Traditions
3. Working Together for Justice and Mercy
4. Caring for All Creation

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.

Based on feedback from members and friends of our congregation, FCC Sheboygan is called to strengthen its commitment to being an open, welcoming and spiritually diverse community. Members and friends told us they would like to maintain our current ministries in a multi-generational environment that grows our knowledge and faith. The congregation is also open to change during this transitional time, allowing the spirit to lead us to new ways of giving evidence to our faith through our daily lives.

We are energized by community outreach and are guided by our values which represent God's love in the community. We seek to maintain the many successful programs our church has cultivated such as participation in the community café, literacy efforts, refugee assistance, the Sheboygan County Food Bank, and Habitat for Humanity.

We recognize that the pastoral transition will necessitate change and that more active lay leadership will need to support the transition during the interim period and the transition from 1.5 full-time pastors to 1 full-time pastor. Further, we are called to connect with one another and are committed to intergenerational fellowship; still, we recognize that some demographics in our community feel less connected. Younger adults and families with young children need more ways to connect.

As an Open and Affirming congregation, we have a vision of inclusivity and social justice. We also recognize that our demographics are homogenous and do not reflect the racial/ethnic or socioeconomic diversity of our community. To continue growing into this vision, our community should consider adopting more inclusive and welcoming practices. We seek to sustain and deepen our inclusivity and hospitality.

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 our partnership with the Literacy Council of Sheboygan to host free English Language Learner (ELL) classes. By opening our 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.

Another innovative response was a renewal of the Open and Affirming (ONA) Ministry, which has had periods of activity and dormancy. The current committee launched a decade after FCC first became an ONA church. This ministry actively seeks to deepen understanding, visibility, and celebration of LGBTQ+ inclusion across all aspects of congregational life. The work is designed to affirm identity, educate the church and wider community, and to help ensure that our welcome is experienced as sincere, visible, and ongoing.

Recently, FCC organized a food and hygiene collection in response to hardship caused by the federal government shutdown, collecting over 900 pounds of food for the Sheboygan Food Pantry to meet community needs.

As church members and friends experienced the loss of a spouse, FCC has responded by reactivating a support group, originally for women, now open to all who have lost a spouse. This group is an important space for support and connection.

These experiments reflect FCC's commitment to adaptive ministry—offering space, presence, and resources to those marginalized or underserved. They show FCC's responsiveness to supporting its worshipping community and providing opportunities to strengthen our connections to one another.

Next steps include inviting deeper member engagement in these efforts through lay leadership, fostering intergenerational participation, and listening for the Spirit's continued guidance in growing these seeds of outreach into sustainable expressions of God's love.

Congregation Reflections

We would describe our congregation's life of faith as...

Worship services at FCC begin with welcoming everyone no matter who they are or where they are on their journey of faith. This is truly the lived experience of members and friends of our congregation.

The constitution and by-laws note FCC *worships God, preaches the Gospel, celebrates the sacraments of Baptism and the Lord's Supper, and strives for justice and peace within a Christian fellowship by seeking to know the will of God as taught in the Holy Scriptures*. Members are encouraged to pray daily, worship weekly, read the Bible, serve both the congregation and the wider community, engage in fellowship and give of their time, talent and treasure. This is experienced in well-attended worship services, robust Christian education for youth and engaging adult education, along with many service opportunities.

Seeking to meet each member where they are, God is described in broad terms, often as Creator, occasionally as *she* with space for individual thought. The Holy Spirit moves through the congregation in the silence of prayer, the beauty of music, children's laughter and the love and respect we have for each other. This spirit of life is acknowledged and appreciated.

Strengths or positive qualities of our congregation.

Based on the Readiness 360 survey (2018) we have strengths to build on.

Spiritual Intensity: our leaders are spiritually vital and there is a "spiritual expectancy in the air"

Dynamic Relationships: we are welcoming and encourage participation in our congregation. We have positive relationships with other churches, ministries, and community organizations.

Missional Alignment: FCC has strong focus on mission and perseverance when we believe in a ministry that hasn't quite taken off yet.

Cultural Openness: strengths include valuing diversity, engaging in inclusive behaviors and holding attitudes that align with cultural openness. People in our congregation experience "common humanity" across difference and positive regard for neighbors who hold different perspectives or beliefs.

Small group reflections indicate members appreciate music ministry, adult education groups, service, and youth programming as strengths of our congregation. Members perceive FCC as progressive, open and affirming, with sermons and programs that address current social issues. Overall, FCC is a safe, welcoming space for spiritual growth that is open to critical inquiry/questioning and nurtures community.

A growing edge for our congregation and what we plan to strengthen as a congregation

Based on the Readiness Survey conducted in 2018, we have several areas to strengthen as a congregation.

Spiritual Intensity: the survey noted that we can strengthen our connection to God through practicing spiritual disciplines personally and together as a body.

Dynamic Relationships: we need to cultivate a greater level of trust and relate more effectively to members who are different from the majority of the members. The survey also notes there is a need for more teamwork and leader development.

Missional Alignment: there should be greater alignment with a clear and prioritized direction given finite resources.

Cultural Openness: there is room for improvement in inter-generational connections such as balancing newcomers and old-timers in leadership positions and effectively reaching young people and young families. We also acknowledge the membership is primarily white, and we need to foster stronger relationships with individuals who do not conform to our current demographic make-up.

What worship is like when our congregation gathers.

FCC hosts one weekly Sunday service which always includes engaging, thought-provoking preaching, music, and flowers on the altar. It is a gathering time where members and friends wear name tags and greet each other warmly. Our congregation benefits from a member artist who has created several seasonal banners which hang at the front of church.

Music is a long-standing component of worship; the congregation boasts an outstanding choir, a bell choir, a small contemporary ensemble, and a newly formed Orff Instrument group composed of youth. A highlight of the year is a choral cantata in December which includes an orchestra made up of many members of the congregation and friends. We also gather for various Holy Week services. Communion is offered on the first Sunday every month. Coffee hour following service extends time for fellowship.

Worship is an expression of who our congregation is as a community whether in the silent and spoken prayers offered, the children's moment, the musical variety, or the welcoming warmth expressed by those attending. Worship services at FCC are happy expressions of who we are.

The educational program/faith formation vision of our church.

At FCC, we believe in life long spiritual growth for all ages. Our programs are designed to foster learning, exploration, and a deeper connection to faith through both classroom and hands-on experiences.

Children through 5th grade use the *Joyful Path Curriculum* during Sunday worship, focusing on interactive learning. MS also meet on Wednesday nights and engage with the *Shine-Living in God's Light* curriculum. HS can participate in confirmation class to affirm their faith journey. We also offer *Our Whole Lives* (OWL) every other year for MS/HS students, a comprehensive human sexuality curriculum. An annual mission trip is available for MS/HS, providing an opportunity for community service and engagement.

Adults have multiple educational opportunities to grow our faith. Weekday studies are led by congregants or the pastor, creating a space for thoughtful discussion. Our annual *Food for Mind, Body, and Spirit* event is a multi-week series with a shared meal followed by educational sessions on a variety of topics for both youth and adults. We also provide consistent and ad-hoc opportunities for community involvement to help members better understand and connect with the world around them.

How our congregation is organized for ministry and mission.

FCC is organized with 7 standing boards and 4 committees. A Church Council oversees the general affairs of the church while boards oversee a specific domain and committees address administrative functions.

A few examples are the *Christian Service Board*, which grants \$50,000 annually to community organizations. Deacons of *Worship and the Arts* coordinate all aspects of worship and music ministries while *Christian Education* organizes youth and adult education and an annual giving tree. Church Council and the Leadership Team meet annually to fill vacancies on boards. A *Time and Talent* form is used to match members' gifts with ministry opportunities. FCC uses a "permission giving" approach to ministry. When several members have an idea for a ministry, they can organize it. Examples include GROW (Eden's Bluff Garden), Artist's Way creativity group, Meditation group, Sacred Stitches, and Open and Affirming committee.

At times, our church struggles for vision to organize and maintain ministries. We may need a process for "passing the torch" from one leader to the next to keep these ministries active and engaged or a process for pausing ministries when they have run their course.

When it comes to decision-making, 12 hours are spent in meetings per month.

Is the pastor expected to attend all church meetings?

No

In times when action had to be taken quickly, for example when a crisis or disaster occurred. These were the key leaders in taking this action and this was accomplished by...

The Covid era provided a more robust disruption of normal order. FCC is fortunate to have a diverse and connected membership and pastors. The Pastors and moderator acted on many of quick adjustments that were required to continue the services of the congregation. Pivots were made to an online broadcast of the worship service (which continues today); health decisions were made with the help of members with medical backgrounds. Outdoor worship was offered as weather permitted. To begin with pastors recorded themselves preaching, recordings of the choir or other musical selections along with readings and responses were incorporated into online worship service with opportunities for in-person fellowship over Zoom afterwards. Return to in-person worship measures were put in place as the challenges of Covid were reduced. Council members stayed engaged through digital channels. During our time apart, youth activities were dropped off at homes, parents of young children determined fellowship outside, elder care provisions were distributed, advent wreaths went home. Communion breads were also made available. Today we celebrate each other's presence more fully as a result of being away.

A copy of an organization structure, by laws and/or annual report to further explain the patterns of the church's activity and governance

[🔗 FCC Constitution and By-Laws 2025_01_26.pdf](#)

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

Percentage of total participants who have been in the church:

TIME	PERCENTAGE
MORE THAN 10 YEARS:	60%
LESS THAN 10, MORE THAN 5 YEARS:	17%
LESS THAN 5 YEARS:	23%

ARE THESE NUMBERS ESTIMATES?

No

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

Percentage of adults in various household types:

HOUSEHOLD TYPE	PERCENTAGE
SINGLE ADULTS UNDER 35:	2%
HOUSEHOLDS WITH MINORS:	22%
SINGLE ADULTS AGE 35-65:	7%
JOINT HOUSEHOLDS WITH NO MINORS:	50%
SINGLE ADULTS OVER 65:	19%

ARE THESE NUMBERS ESTIMATES?

Yes

Education level of adult participants by percentage:

EDUCATION LEVEL	PERCENTAGE
HIGH SCHOOL:	0%
COLLEGE:	0%
GRADUATE SCHOOL:	0%
SPECIALTY TRAINING:	0%
OTHER EDUCATION LEVEL:	0%

ARE THESE NUMBERS ESTIMATES?

No

Percentage of adults in various employment types:

EMPLOYMENT TYPE	PERCENTAGE
ADULTS WHO ARE EMPLOYED:	44%
ADULTS WHO ARE RETIRED:	52%
ADULTS WHO ARE NOT FULLY EMPLOYED:	4%

ARE THESE NUMBERS ESTIMATES?

Yes

The range of occupations of working adults in the congregation:

A high percentage of participants hold college and graduate degrees, but we don't have data on education levels.

Our community holds a range of occupations:

- Education (teachers, professors, administrators, aides)
- Social Work (counselors, administrators)
- Manufacturing (business owners, assembly workers)
- Marketing
- Insurance (actuaries, agents, claims)
- Medical (doctors, nurses, CNAs, physical therapists)
- Non-profit (executive directors, office managers)
- Building Construction
- Restaurants (owners, servers)
- Legal (attorneys, judges)

Notably, at one point, nearly 20% of membership worked in education.

The mix of ethnic heritages in our congregation, and the overall racial make-up.

Our worshipping community includes Black, Biracial, Hispanic or Latino/a, and Asian American participants, including a number of children adopted from China. Most of the congregation is White.

What diversity means in our context?

We are a predominately White congregation, largely middle-class with a small percentage of class diversity and a small percentage of LGBTQ+ participants. Former religious backgrounds of participants include Catholic and evangelical Christian traditions, among others. The congregation voted (overwhelmingly) to approve our *Open & Affirming* designation in 2014. We are known in the community as open, progressive, welcoming of all.

Has our congregation recently had a conversation about welcoming diversity, or do we plan to hold one on the near future

No

Participation and Staffing

Participation and Planning of Gatherings

WAYS OF CHURCH GATHERING	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
Adult Groups or Classes (in person or online)	33	Pastors and volunteers
Baptisms (number last year)	6	Pastors
Children's Groups or Classes	29	Sunday School Coordinator
Christmas Eve and Easter Worship	245	Pastors; Worship and Arts
Church-wide Meals	120	Pastors; Deacons of Membership and Care; Youth Group; Board of Christian Education
Choirs and Music Groups	100	Director of Music and lay leaders
Communion (served how often?)	140	Monthly
Community Meals	125	Pastors (Food for Body Mind and Spirit event over 3 Wednesdays in January)
Confirmation (number confirmed last year)	13	Pastors
Funerals (number last year)	5	Pastor
Outdoor Worship	60	Pastor, Deacons of Worship and Arts
Public Advocacy Work	30	Not organized by FCC; participants engage in wider community
Retreats	45	Pastors
Weddings (number last year)	1	Pastors
Worship (digital / online / livestream)	50	Pastors; Worship and Arts; Digital Communications Coordinator
Youth Groups or Classes	44	Youth Fellowship Coordinator

Worship Times

WORSHIP (TIME SLOT):	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
10:00am	140	Pastors; Worship and Arts

Additional comments:

During the summer, worship time is 30 minutes earlier at 9:30 AM. Worship is typically held outdoors two Sundays in late summer.

List of all members or regular participants in our congregation who are ordained or commissioned ministers, or who hold Lay Ministerial Standing. Additionally the names of Members in Discernment in our congregation.

NAME	THREE-WAY OR FOUR-WAY COVENANT	MINISTRY SETTING	TYPE OF MINISTRY ROLE	RETIRED
Rev. Dr. Julie Mavity Maddalena	none	Lakeland University	Chaplain and Professor	<input type="checkbox"/>
Rev. Mike Spangler	none	Church	Presbyterian Minister	<input checked="" type="checkbox"/>
Rev. Rebecca A. Johnston	none	Church	UCC Pastor	<input checked="" type="checkbox"/>
Richard Manny	none	Church	UCC Pastor	<input checked="" type="checkbox"/>
Dan Borchers	4	Hospital	Chaplain	<input type="checkbox"/>
Jayne Helgevold (non-resident member)	4	Hospice	Chaplain	<input type="checkbox"/>
David Wernecke	none	Church	UCC Minister	<input checked="" type="checkbox"/>
Bill Plank	none	Church	Presbyterian Minister	<input checked="" type="checkbox"/>

Previous pastors or retired ministers who currently hold membership in the church and their role(s) in the life of the congregation:

Not applicable.

List of all current staff:

STAFF POSITION	HEAD OF STAFF	COMPENSATION	SUPERVISED BY	LENGTH OF TENURE FOR CURRENT PERSON IN THIS POSITION
Director of Music	Pastors	part	Deacons of Worship and the Arts and Pastor	8 years (Oct 2016)
Organist	Pastors	part	Director of Music	15 years (Dec 2009)
Youth Fellowship Coordinator	Pastors	part	Pastor and Board of Christian Education	5 years (Sep 2019)
Digital Communications Coordinator	Pastors	part	Pastor	2 years (Aug 2022)
Director of Firefly Preschool	Pastors	part	Firefly Preschool Board	2 years (Aug 2022)
Firefly Preschool Teachers (6)	Pastors	part	Director of Firefly Preschool	1 year (2024-25)
Housekeeper	Pastors	part	Pastor	1 year (June 2024)
Custodian	Pastors	part	Pastor	2 years (Feb 2023)
Accountant	Pastors	part	Pastor	20 years (March 2005)
Nursery Workers	Pastors	part	Sunday School Coordinator	Hired Annually
Audio Video Techs	Pastors	part	Pastor	Hired Annually
Sunday School Coordinator	Pastors	part	Pastor and Christian Education Board	6 years (Aug 2018)
Program Coordinator	Pastors	part	Pastor	Promoted to this role in Dec 2025; worked as Church Secretary since March 2021
Administrative Assistant	Pastors	part	Program Coordinator	Dec 2025

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

FCC's ministry is characterized by 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.

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](#)

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

32

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

No

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

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

In what way is OCWM (Basic Support) gathered?

Church leaders receive a recommended goal from the Conference that is usually agreed to and put into our annual budget as a line item under our "Mission & Outreach". We realize that OCWM has not increased at the same rate as our church budget in recent years, but we also have added various other mission projects to our stewardship efforts. For example, Leadership Forward pledge to WI Conf. for 5 years; Youth Mission Trip & Sponsor-a-Youth program; and our Bd. of Christian Service gives away over \$60,000/year (in 2025) to agencies and organizations that do good work.

If calculated as a percentage of operating budget, this is the percentage?

No response

Total amount of loan debt:

No response

Reason for debt:

No response

Are capital and other payments current?

No

Capital Campaigns

Description of any building programs projected or underway.

No current capital campaigns or building projects underway.

Pictures



Description of any capital campaigns in the last ten years:

YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
5	HVAC repair and building improvements	1250000	945000	New air handlers, new hot water boiler, digital controls to building, parking lot drain repair and patching, partially contributed to parking lot resurfacing, accessibility improvements to sanctuary choir loft and chancel and sound system enhancement
0		0	0	

Description of any capital campaigns underway or anticipated:

YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
0		0	0	
0		0	0	

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

In the most recent capital campaign, the mission components were:
 Support for our Church Camps (UCCI capital campaign). We pledged \$60,000 over 3 years.
 Support for the establishment of Ulrich Chair of Christian Thought at Lakeland University. The campaign included a pledge of \$30,000 over 3 years.

Does your church have an endowment?

Yes

What is the market value of the assets?

2273855

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

Funds are drawn annually to supplement the operating budget and other projects

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

We allocate 5% in the budget, and historically use between 1.6% and 5.8%, with an average actual use rate of 3.9% over the last 12 years.

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

in 2025, we have budgeted \$99,466. The actual amount used for the last five years: 2024, \$103,915; 2023, \$84,669; 2022, \$31,691; 2021, \$72,322; 2020, \$85,195.

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

In perpetuity, assuming that invested returns and usage approximate historic averages. The principal value was about \$1M less ten years ago, so investment returns and additions to principal have far outpaced actual usage.

Please comment on the above calculations or estimates:

Our endowment is not an actual endowment in the technical/legal sense. We restrict ourselves to use our investments in the manner described above based on our own internal policy, but we are not legally bound to do so.

Other Assets

approximately 2 acres of vacant land in the Town of Holland, over the years it was used primarily by Boy Scouts for camping (valued at \$9,000)

Reserves (savings):

150000

Investments (other than endowment):

408907

Does the church have a parsonage?

No

Description of all buildings owned by the church:

Our church, built in 1960, is a one-story, accessible structure, utilizing rooftop solar panels. Attractive and well-maintained, it is located across the street from Vollrath Park, near the shore of Lake Michigan, on the north side of the city of Sheboygan. 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.

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

Not applicable.

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.

Policies regarding financial practices of the church:

The bylaws (pp. 4-5) outline the financial practices of the church, including the role of Trustees of Personnel and Finance, Treasurer, Accountant, and Investment Committee.

Reflection: After reviewing the church's finances and assets described above, what this information reflects about our congregation's mission and ministry:

With great thanks to the saints of our congregation we've been able to focus on mission and ministry as opposed to having to focus as heavily on the work of fundraising. With that said, we still rely on the generosity of our worshipping community during annual stewardship campaigns and capital campaigns to maintain and sustain our operating expenses and facilities. We're financial stable now and in the foreseeable future.

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 community groups.

Endowment Fund Resolution (1971) dedicated endowment interest to outreach ministries, emphasizing community projects. Later, the Board of Christian Service was created, expanding our commitment to serving the wider community, a core part of our ministry.

Becoming 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 in concrete ways 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.

A specific change our church has managed in the recent past.

Our church managed change following the pandemic. One change was continuing livestreaming sermons following the pandemic. Prior to the pandemic, we had hired a Digital Communications Coordinator. This role has been essential in supporting the live streamed worship. We have also invested in better A/V equipment to support this change and trained youth and others to run A/V equipment during worship.

After the pandemic, there were several staffing changes. With the retirement of long-time church secretary, a member who also works on staff as Sunday School Coordinator was hired as Church Secretary. This streamlined some processes and facilitated communication across areas. Another opportunity arose to hire a church member as Youth Fellowship Coordinator. Staffing this role, formerly filled by one of our pastors, led to shifts in staff roles.

Every church has conflict, some minor, some larger. "Where two or three are gathered, there will be disagreement....". These are our congregation's values and practices when it comes to conflict.

When it comes to conflict, we value communication, respect for all perspectives, and repair when relationships are compromised. Conflict is addressed directly by the Pastors (when appropriate). They communicate with the relevant parties to hear perspectives and maintain connections. Church Council resolves disagreements among boards. Conflicts and concerns are shared openly with the boards, so lay leaders are aware of issues. When conflicts involving the Pastors cannot be resolved (such as with a staff member), we turn to the Associate Conference Minister and follow procedures outlined in the staff handbook.

For matters that affect the entire worshipping community, Pastors communicate with the congregation during Worship. Pastors frequently preach on the value of learning from different views, encouraging the congregation to value each other's perspectives when differences and disagreements arise.

The most recent major conflict through which our church has navigated.

Recently, there was a conflict over how best to use the church grounds. Those involved in the Firefly Preschool wanted to use the space for a children's play area, which included installing a fence. Those involved in Eden's Bluff Garden wanted to retain the area as part of the garden. Ultimately, this issue was brought to the Church Council for resolution. Recognizing that the values of both groups were valid and aligned with our mission, the decision focused on whether the amount of time the area would be used by the preschool throughout the year justified the expense of the installing the fence.

Ministerial History:

Name: James Hollister*Years of service:* 31

UCC Standing

Name: Julia Hollister*Years of service:* 29

UCC Standing

What our church has learned about itself and its relationship with people who provided ministerial leadership.

Our church has become reliant on the leadership and work of the pastoral team of the past 30 years, and the next chapter will provide some challenges as an organization.

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

No

Has your church been involved in a Situational Support Consultation?

No

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

No

Has a previous minister been a contributor to conflict following their tenure as pastor?

No

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.

Our congregation's participation in meetings, relationships and activities connecting the wider United Church of Christ.

FCC Sheboygan regularly participates in Association and Conference activities sending delegates to annual meetings. The current pastors have taken on leadership roles on statewide committees and have served as delegates from Wisconsin to the national synod meetings.

How our church engages with the community organizing movements in our community.

We have a very active band of participants who engage with local organizations to support their work in meeting the needs of the unhoused, immigrants, refugees, access to healthcare and civil rights. We also award over \$60,000 (2025) in grants to local organizations to support their work.

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).

What the above statement(s) mean(s) to our community. How our congregation plans to work toward the above statements of witness in the future.

Both designations are connected to our values as a congregation.

From our Vision and Values Statement:

- "We are a caring community, modeling love and demanding justice wherever they are needed."
- "We are a conserving community, accepting all of God's creations as worthy of our care."

We live out those values with solar panels on our church building and a large vegetable garden on the premises. We offer a free water station when fundraising at high school graduation. We've engaged in programming related to the climate crisis.

Our community includes members of the LGBTQ+ community, family, friends, and allies. This designation is frequently mentioned as a reason for attending. We have an active Open and Affirming Committee who has brought speakers in and represented us along with other community churches at our local Pride Picnic. Our youth program uses Our Whole Lives sexuality education.

The congregation is interested in working toward Immigrant Welcoming and WISE in the future.

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

We participate in intermural Softball and Volleyball and are members of the Sheboygan County Interfaith Alliance. The SCIO also uses our church building for the Winter Farmer's Market. Confirmands visit diverse urban congregations in Milwaukee and Chicago. We also serve monthly at the Community Cafe, a free meal offered at St. Lukes Methodist Church.

How our mission statement compares to the actual time spent engaging in different activities.

Our congregation describes our purpose as these five areas: worship, fellowship and belonging, discipleship, ministry, and mission/evangelism. We also have a vision statement that begins, "As an opening and spiritually diverse Christian community, we exist to empower our members to give evidence of their faith through their daily lives."

Our activities are well-balanced and aligned with our stated purpose. One way of measuring this is by looking on our website at the current sign-up opportunities. These range from being a lay reader during worship to volunteering at Community Cafe, to participating in a Fall Fest fellowship event, to signing up for the youth mission trip.

The scope of work assigned to our pastor(s). How their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation's expectations on their time.

Both of our pastors have had a commitment to community ministry on behalf of the wider church.

- Pastor Jim has been engaged in community service through serving as a Trustee on Mead Public Library Board.
- Pastor Julia has served on the Board of Directors of Fresh Meals on Wheels of Sheboygan County for over 25 years and has also been very active in supporting the needs of recently re-settled refugees in the Sheboygan County.
- Pastor Jim has served on the WI Conference UCC Board of Directors and continues to chair the WI Conference Personnel Committee.
- Both have served on Search Committees for WI Conference staff.

The pastors communicate their community ministry with the Church Council. The congregation has supported our pastor's involvement in the community and the wider church.

The ARDA or MissionInsite Reflection

ARDA/MI File

[Download ARDA/MI File](#)

From looking at our congregation's The ARDA or MissionInsite report, these trends and opportunities are what stood out to us.

The ARDA data confirms that our church is already addressing many of the needs of our community and suggests pathways for strengthening our congregation's outreach.

Our neighborhood is becoming more diverse, with a decreasing White population, growing Asian and Hispanic populations, and a growing percentage of foreign-born neighbors.

Community members are in need of housing, food, English language literacy, and community support. Our church is working hard to address the needs of the diversifying population in our area. We aspire to offer a "radical welcome" to our neighbors.

How our congregation's internal demographics compare or contrast to a) the neighborhoods adjacent to our church, and b) other neighborhoods with which our church connects.

Our congregation is older and less racially/ethnically diverse than the residents in the three-mile radius surrounding our church. In terms of housing, education, employment, and income levels, our congregation members face fewer challenges than our neighbors.

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

Our members made Welcome Quilts for immigrants to be displayed in schools and libraries this fall. "You are welcome here" messages will be spread throughout the city. We partner with the Literacy Council of Sheboygan, hosting free English Language Learner classes for immigrants/refugees. Our Christian Service Board grants \$50,000 or more annually to community organizations, supporting food security, housing, healthcare, education, refugee aid, and LGBTQ+ advocacy. FCC members prepare and serve free meals at the Community Cafe, a collaborative effort with the Sheboygan County Food Bank.

What we hear when we talk to community leaders and ask them what our church is known for.

We are known in the community for our service, and as being open, progressive, welcoming of all.

What new people in the church say when asked what got them involved.

When we spoke with the congregation in small groups and asked, "Why FCC?" here are some of the replies:

- "FCC is a reason to stay a Christian"
- "Space for conversation in a world that desperately needs it"
- "Open, welcoming, non-judging"
- "Live close"
- "Like larger congregations"
- "The youth program"
- "Like the music"
- "Friendships"

- "Community. Real faith in action."
- "Pastors are good at raising questions. Difficult questions. Asking you to think instead of telling you what to think."
- "Vulnerable leadership"

References



Allison Thompson

Completed: Tuesday, Sep 23, 2025

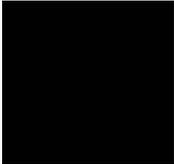
Allison Laine Thompson, CEO, Fresh Meals On Wheels
Community partner

Primary Email Address: 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: Tuesday, Sep 23, 2025

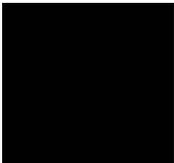
I have worked recently with Jim Hollister to create and lead the Sheboygan Meditation Society which has been housed at FCC the last 7 years.

Primary Email Address: jonwdoll@gmail.com

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

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

To the 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

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.

Profile Writing Committee: Chad Friese, Martha Schott, Erica Wiest, Chris Wray
Pastors Jim Hollister and Julia Hollister
Church Secretary- Roxanne Akstulewicz
Deacons of Worship and Arts
Board of Christian Education
Personnel and Finance
Church Council
Search Committee
Treasurer - John Donovan
Moderator - Jason Ruona
Poem in the Closing Prayer by Lisa Vihos - Member and Poet Laureate of Sheboygan
Members and Friends provided feedback during the "Who Are We at FCC?" conversations in 2023 and the "Who is God Calling us to Be?" small group sessions in 2025.

2. Additional comments for interpreting the profile:

No response