

Name of Church
Fellowship Church of Shawano: A Union of Presbyterian USA & United Church of Christ
Address
100 Presbyterian St PO Box 32 Shawano, WI 54166
Conference:
Wisconsin
Title
Minister of the People
Start Date
Jun 1, 2025
Description

Church Contact Information

Pastor

(715) 526-2916 (Church Primary Phone)

peaceuccshawano@gmail.com (Church Email)

Listing Information

Web Presences

<https://www.peaceshawano.com>

Type: Professional

<https://www.facebook.com/PeaceShawano>

Type: Professional

Additional Formal Ecumenical Affiliations

Wisconsin Conference

UCC Conference or Association Staff Contact Person

Name:

Rev. Jane B. Anderson

Title:

Associate Conference Minister

Phone:

920-540-2586

Email:

janderson@wcucc.org

Summary Ministry Description

We are looking for a vibrant, energetic, caring individual to help our church as we move forward with an increased mission to engage with our community of all ages, both young and old. Additionally, someone who has a passion for blending two congregations, Peace United Church of Christ and First Presbyterian Church, who has recently come together as one.

Church pictures



What we value about living in our area.

Shawano is a lakeside resort community. As the county seat it is a bustling, thriving community including many service organizations and non-profits. Home to a Trauma 4 Hospital (*in the top 100 list of hospitals with critical access in Wisconsin*), Shawano also boasts an ever-growing list of year-round family and recreational activities. Living in the Shawano community provides its residents with a small-town family feeling within a supportive community, all while being conveniently located close to the urban areas of Green Bay and the Fox Valley (which includes Appleton, Neenah, and Oshkosh). Shawano has a vibrant and growing downtown, with a bountiful Farmer's Market on Saturdays and food trucks, activities and free live music every Thursday in the summer at the recently renovated Franklin Park. Our community has an updated, easily accessible and flourishing park system. The Shawano School District is a public district in Shawano, serving over 2,100 students in grades PK-12 across five schools, including the L.E.A.D.S charter school. It emphasizes a technology-rich, future-ready learning environment with a strong focus on preparing students as critical thinkers and problem solvers. The district has a rich history of community involvement, offering numerous public facilities and adult education opportunities, and operates under the guiding motto: "Engage, Empower, Educate, Every Student, Every Day, The Hawk Way."

Current size of membership

150

Average in person attendance

50

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?

3

Languages used in ministry

English

Position Title

Minister of the People

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/2024/10/9-11-25-FINAL-2025-Compensation-Guidelines-for-Full-Time-Ministers-Wisconsin-Conference-August-2024.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.

No response

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

First:

Seeking an energetic and visionary pastor with willingness and/or experience in merging churches/church plans.

Second:

Experience with wholistic ministry across the lifespan.

Third:

Good communication skills with both leadership and congregation to enhance the outcome of our church ministry.

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)	45000	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Housing Allowance	20000	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Any Experiential Difference (Related to years of experience)	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Salary Basis: 65000			
Pension/Annuity	9100	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Social Security and Medicare Offset	4281	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Medical/Dental Insurance	13000	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Life Insurance	840	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability Insurance	975	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Worker's Compensation	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>

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

We would prefer that our minister live within the city limits of Shawano. However, the candidate must live within 20-25 miles from the church. We provide a negotiable allowance for work related mileage. In addition we have historically provided financial support towards continuing education. We will follow established Wisconsin Conference guidelines. Peace UCC has funds set aside for the pastor to use during a sabbatical.

The expected living situation for our next minister.

We would prefer that our minister would live within the city limits of Shawano. However, the candidate may live within 20-25 miles from the church. Housing allowance is included in the package.

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

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:

Cell Phone and/or Internet.

Conference and/or Association meeting registrations
 Other meeting registrations (or educational requirement registrations).
 Criminal background checks.

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

Peace UCC has a Pastoral Support Committee selected by either the pastor or approved by the council president.

Professional meeting fees including lodging and associated fees.

Continuing education provided annually (unused annual amount will be available to be put towards a sabbatical)

Sabbatical provided, negotiated between Pastor and Board of Directors

Paid vacation

Who Is God Calling to Minister with Us?

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

We are seeking a pastor who will serve as a partner in ministry—someone who will walk with us in faith, nurture our spiritual growth, and invest deeply in our church and community.

We envision a leader who:

- Builds genuine relationships within the church and the greater Shawano area, including with our Menominee neighbors.
- Encourages spiritual growth through prayer, worship, and diverse expressions of faith.
- Brings people together across ages, backgrounds, and beliefs to form a unified, welcoming congregation.
- Offers compassionate care, with experience in counseling and crisis support.
- Has a heart for outreach and a gift for helping us grow both spiritually and numerically.
- Communicates clearly and leads with organization and vision.
- Seeks a lasting pastoral relationship—not just a position, but a home.

We pray for someone who will help us create a safe and hopeful space where all can encounter God's love and be part of something meaningful.

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

We hope to call a pastor who will lead us in extending God's love beyond Sunday mornings and outside our church doors. As a newly merged congregation, we have a unique opportunity to reintroduce ourselves to Shawano with fresh energy and purpose.

Our next minister will:

- Encourage creative, community-centered ministry—someone who is outgoing, energetic, and ready to think outside the box.
- Inspire and empower us to engage in outreach and service, helping us connect with people who may not have a church home.
- Help us live into our identity as an open and affirming congregation, ensuring that all feel welcome and valued.
- Guide us in forming partnerships with local organizations to meet real needs and reflect God's love in action.
- Support us in making our presence known in the community—to be a source of hope, healing, and hospitality.

We believe this kind of outward-facing ministry is not only possible—it's essential to who we are becoming.

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

We expect our next minister to be fluent in English, as it is the primary language of our congregation. While other language skills are not required, we are open to exploring ways to connect more meaningfully with all cultures present in our area.

Just as important is a minister who embraces and actively supports our identity as an **Open and Affirming** congregation. We value a leader who is welcoming of all people—across ages, backgrounds, identities, and experiences—and who will help us deepen our commitment to inclusivity in both spirit and practice.

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.

- Transformational Leadership Skills: Encompasses the ability to empower others, encourage leadership development, and strategically plan for the future of the church.
- Caring for all creation: This emphasizes the importance of nurturing care and compassion for God's creation, including attending to one's own spiritual and pastoral care. It also involves maintaining a basic understanding of mental health and wellness.
- Justice and Mercy: Involves working collaboratively with intercultural awareness and sensitivity, actively participating in ministries that address injustice and promote compassion.
- Spiritual Formation and Practice: Includes actively nurturing one's spiritual life through prayer, reflection, and engagement with spiritual practices.

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.

We believe God is calling us to become a church that is **bold, open-hearted, and unafraid of change**—a congregation that is not defined by buildings or traditions, but by the love and grace we share with one another and our community.

Through recent seasons of transition and challenge, we have sensed God giving us a second opportunity: not just to rebuild, but to reimagine who we are and how we live out our faith. As two congregations becoming one, we are called to form a united and welcoming church family—rooted in hope and reaching outward in service.

We feel led to:

- Embrace creativity in how we gather, worship, and share God's word.
- Become more active in caring for vulnerable populations in Shawano and beyond.
- Remain faithful and courageous as we step into the unknown, trusting God's unfolding plan.

We are being called not to return to what was, but to become something new—a church that reflects Christ's love in fresh, authentic, and transformative ways.

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

God is calling us to embrace change with open hands and hopeful hearts. The world around us is shifting; people relate to faith and community differently than they did even a decade ago. In response, we are listening deeply for how God is inviting us to become a more flexible, creative, and Spirit-led church.

One of our most significant recent steps has been the decision to merge congregations—a bold and hopeful act in a time when many churches are closing their doors. This merger is not simply about survival; it is about transformation. We believe God is using this new beginning to draw us into deeper community, renewed mission, and a more inclusive vision of what church can be.

Over the past few years, we have experimented with different approaches to worship and connection. From navigating the disruptions of the COVID pandemic to searching for a settled pastor who shares our long-term vision, we've learned the importance of adaptability, honest discernment, and a willingness to try new things—even when the outcomes are uncertain.

We recognize that many in our community are exhausted, busy, and searching for meaning. We believe God is challenging us to think beyond Sunday mornings—to reimagine when, where, and how we gather so that we can meet people where they are. This may mean exploring new worship formats or outreach efforts that respond to today's realities.

While we do not currently have a formal multi-year strategic plan, we see this next chapter as the beginning of one. Our call is to form a faith community that is not just welcoming, but compelling—a place where people feel needed, known, and nourished in spirit. With God's guidance and a strong pastoral partner, we believe our best steps are still ahead of us.

Congregation Reflections

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

At Peace Church, our life of faith is rooted in our mission: "to provide an open and welcoming community so all may feel God's love." We seek to live by Christ's teachings and engage actively in the ministry of the church. In worship, God is described as gracious, loving, and forgiving—a Creator offering boundless grace through Jesus Christ. We affirm Jesus as the Son of God and Savior of all, and all who share this faith as siblings in Christ. The Holy Spirit is our helper and guide—present in prayer, worship, song, and service. Though references may be more common at Pentecost, we trust the Spirit's quiet presence is always with us, enlivening our worship and empowering our witness. Our bylaws and vision call us to embrace diversity and help all people know God's love, no matter where they are on life's journey. Scripture and the Spirit guide this work, as we claim our place in the wider Church while remaining open to what God is doing now. At heart, Peace Church is a community that prays without judgment, welcomes without condition, and lives in hope—trusting a forgiving God and Christ's redemptive love.

Strengths or positive qualities of our congregation.

Peace Church is a resilient and welcoming community rooted in kindness, generosity, and joy. Our congregation has weathered many changes over the years—especially in pastoral leadership—and through it all, we've remained faithful, forward-looking, and committed to growing together.

We are a church that feels like family. Our members show up for one another in times of need and step forward to serve both within the congregation and out in the wider community. We strive to be a church that not only says, "You are welcome," but truly means it—embracing people without judgment and with a spirit of openness.

We value laughter and connection—whether it's before, during, or after worship, this is a congregation that enjoys being together. With a strong sense of humor, a love for fellowship, and a heart for service, we continue to work toward being a space where all may feel God's love and find a place to belong.

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

As we move through this time of transition and federation, we recognize that clear and consistent communication is a key area for growth. Like many churches, we've faced challenges in ensuring all members feel informed, included, and empowered—especially newer members who may not yet know where to turn with questions or concerns.

We are also in a period of discernment and visioning. While we are hopeful and forward-looking, our congregation includes a variety of perspectives and emotions. Some are still grieving the past, while others are eager for what's next. We believe God is calling us to listen well, hold space for each other's experiences, and trust in a shared future that reflects the best of who we've been and who we are becoming.

Our outreach efforts remain strong, especially through the work of our Mission Committee, but stepping into what's ahead will require unity, openness to change, and a willingness to imagine church in new ways. With God's help, and the guidance of a compassionate pastor, we are ready to do the faithful work of becoming one body—rooted in grace, honest in conversation, and courageous in vision.

What worship is like when our congregation gathers.

Worship at Peace Church is a time of connection, reflection, and joy. Most often, we gather in our sanctuary on Sunday mornings, following a traditional order of worship that includes scripture, prayer, preaching, and music. Music plays a meaningful role, expressed through hymns, piano accompaniment, and occasional services led by a contemporary praise band. While our choir is no longer active—a change many deeply miss—music remains a cherished part of our worship.

An especially beloved moment is the Passing of the Peace, which is more than a quick greeting—it's a time of genuine warmth, laughter, and fellowship. Visitors are often surprised (and delighted) that it lasts several minutes and involves real connection—hugs, smiles, and conversation.

We occasionally hold informal midweek services in our Great Room and have experimented with outdoor worship in warmer seasons.

Baptisms, while less frequent, are celebrated with joy and reverence. Families help shape the service, and the congregation affirms the promises of grace and new life.

Preaching is most appreciated when grounded in scripture, relatable, encouraging, and leaves us with a renewed sense of purpose.

The educational program/faith formation vision of our church.

Faith formation at Peace Church is rooted in the belief that spiritual growth is a lifelong journey. While our adult education offerings are currently limited, we've seen strong engagement in select studies—such as a series based on Henri Nouwen's *The Return of the Prodigal Son*, which deeply resonated with participants.

For children, we have a small but dedicated Sunday School program using the Picture the Bible curriculum, an art-based approach that explores scripture through creativity and visual storytelling. Though participation has declined—a trend seen across many churches—we continue to adapt and seek new ways to connect with young families.

We recently celebrated four confirmands using the Making Disciples curriculum, pairing each with a mentor for meaningful relationships, open conversations, and shared service.

Youth are encouraged to lead in worship and serve as liturgists and council members, contributing their voices to church life.

Looking ahead, we hope to build intergenerational connections and expand opportunities for faith exploration at all stages of life.

How our congregation is organized for ministry and mission.

Peace Church carries out its ministry through a volunteer-led structure grounded in committees, special events, and congregational involvement. Major decisions are guided by our elected Church Council, which leads and coordinates across ministries and is working to improve communication and clarify how members can get involved or find support.

Updates are shared through worship announcements, our monthly newsletter, and congregational meetings for major actions or input.

Committees include Missions, Christian Ed, Worship, Facilities, Finance, Stewardship, Personnel, Memorial, and Membership Services. These teams shape everything from spiritual life to outreach and care of the building.

Our congregation also hosts programs and events like art classes, pantry drives, AA meetings, the annual cookie walk, and chili dinners—connecting us to the wider Shawano community. Moon Beach retreats have also been meaningful.

We recognize the challenge of sustaining energy, especially as longtime volunteers step back. Many now seek to focus their time and resources on helping others rather than maintaining buildings or traditions—inviting us to rethink how we serve in ways aligned with our values.

When it comes to decision-making, 0 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...

For Example:

In 2020 our church/congregation was hit with 2 crises; the global pandemic and 2 months after our new pastor was installed and then 10 months later our new pastor was diagnosed with an illness so severe that it forced him to resign. Regarding the pandemic, church leadership moved very quickly to provide online worship via Facebook as well as YouTube. Council meetings continued and increased in number via zoom to ensure the health of our church and congregation remained at the forefront. Our congregation offered content for those online services in the way of prerecorded readings, special music, and announcements. Working with a specialist, our council quickly put into place thorough cleaning protocols for our church. Outside worship to assure social distancing was also a part of the summer of 2020 to ensure we continued to service our congregation.

Regarding the loss of our new Pastor, we again pulled together as a congregation to ensure services continued until we had an interim in place. Though we feel this loss, our congregation will always come together in times of crisis to keep looking forward.

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

[2024 Annual Report Mar 2 2025.docx](#)

[BY LAWS UPDATED MAR 2024.docx](#)

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:	150
NUMBER OF ACTIVE NON-MEMBERS:	0
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	150

ARE THESE NUMBERS ESTIMATES?

No

Percentage of total participants who have been in the church:

TIME	PERCENTAGE
MORE THAN 10 YEARS:	90%
LESS THAN 10, MORE THAN 5 YEARS:	8%
LESS THAN 5 YEARS:	2%

ARE THESE NUMBERS ESTIMATES?

No

Number of total participants by age:

AGE	NUMBER
0-11	19
12-17	8
18-24	22
25-34	32
35-44	26
45-54	29
55-64	32
65-74	43
75+	47

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various household types:

HOUSEHOLD TYPE	PERCENTAGE
SINGLE ADULTS UNDER 35:	9%
HOUSEHOLDS WITH MINORS:	22%
SINGLE ADULTS AGE 35-65:	16%
JOINT HOUSEHOLDS WITH NO MINORS:	24%
SINGLE ADULTS OVER 65:	29%

ARE THESE NUMBERS ESTIMATES?

Yes

Education level of adult participants by percentage:

EDUCATION LEVEL	PERCENTAGE
HIGH SCHOOL:	44%
COLLEGE:	11%
GRADUATE SCHOOL:	5%
SPECIALTY TRAINING:	11%
OTHER EDUCATION LEVEL:	29%

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various employment types:

EMPLOYMENT TYPE	PERCENTAGE
ADULTS WHO ARE EMPLOYED:	30%
ADULTS WHO ARE RETIRED:	60%
ADULTS WHO ARE NOT FULLY EMPLOYED:	10%

ARE THESE NUMBERS ESTIMATES?

Yes

The range of occupations of working adults in the congregation:

Our community is fairly evenly split between white collar and blue-collar workers leaning slightly toward blue collar workers. However, compared to state averages, Shawano has approximately 10% more blue collar workers and 10% less white-collar workers than the state. We lean more toward manual labor than the state as a whole. 85% White
 12% Native American 3% Hispanic/Latino
 African American and Asian American
 representations are in the <1%

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

Our congregation is primarily Caucasian with approximately 5% diversity.

What diversity means in our context?

We are 95% white congregation that is class diverse and made up of a variety of Protestant backgrounds.

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

Yes

DATE COMPLETED: May 11 2025

Comment after the exercise:

ONA Certified

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)	20	Members
Baptisms (number last year)	1	Pastor
Children's Groups or Classes	7	Pastor and Members
Christmas Eve and Easter Worship	200	Pastor and Members
Church-wide Meals	50	Members
Choirs and Music Groups	20	Lead Musician and Praise Band
Communion (served how often?)	50	First Sunday of the Month
Community Meals	250	Bi-Annual Chili Dinner
Confirmation (number confirmed last year)	4	Mentors and Pastor
Funerals (number last year)	3	Members
Intergenerational Groups	15	Members
Outdoor Worship	50	Joint with First Presbyterian
Retreats	16	Moon Beach Winter Retreat
Worship (digital / online / livestream)	5	Weekly Facebook Service

Worship Times

WORSHIP (TIME SLOT):	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
9:00 am	50	Pastor

Additional comments:

A Worship Committee comprised of the pastor, lead musician, and altar committee member (in charge of communion and decorating of the church) have met quarterly to plan for services and events.

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
Andrew Warner	none	United Church of Christ	Pastor	<input type="checkbox"/>
Howard Robertson	none	Methodist	Pastor	<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:

Rev. Howard Robertson is a member of Peace UCC and has been helpful in providing pulpit supply on occasion in times of need as well as an acting mentor for Confirmation.

Rev. Andrew Warner is a member of Peace UCC and has also provided pulpit supply on occasion as well as advice to the congregation on important topics as the need arises.

List of all current staff:

STAFF POSITION	HEAD OF STAFF	COMPENSATION	SUPERVISED BY	LENGTH OF TENURE FOR CURRENT PERSON IN THIS POSITION
Interim Pastor	Yes	part	Church Council	Three - Two year Terms
Office Manager	No	part	Pastor and Personnel Committee	Annually
Bookkeeper	No	part	Pastor and Personnel Committee	Annually
Musician	No	part	Pastor and Personnel Committee	Annually
Finance Secretary	No	vol	Pastor and Personnel Committee	Annually

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

We are an engaged and traditional congregation with great potential for growth.

Church Finances

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	109786
Fundraising Events	11518
Gifts Designated for a Specific Purpose	13795
Rentals of Church Building	550
Total	135649

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

112276

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.

No response

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

35

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?

Special Designation on the weekly envelopes as specified by congregational member.

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

0

Total amount of loan debt:

No response

Reason for debt:

No response

Are capital and other payments current?

Yes

Capital Campaigns

Description of any building programs projected or underway.

N/A

Pictures

Description of any capital campaigns in the last ten years:

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

N/A

Does your church have an endowment?

No

Other Assets

No response

Reserves (savings):

289744

Investments (other than endowment):

No response

Does the church have a parsonage?

No

Description of all buildings owned by the church:

Church (20,000 SF) and Garage (500 SF)

**Building listed for sale.

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

N/A

Accessibility features of our building(s):

Exterior access such as ramps for wheelchair users or people requiring other mobility assistance
Accessible parking spaces
Interior access to different floors for wheelchair users or others with mobility aids (elevator, chair lift, ramps)
Access to child care spaces for wheelchair users and people with other mobility aids
Large print bulletins
Closed-captioning on sanctuary screen and/or livestream

Wheelchair access in bathrooms
"Quiet room" with worship viewing and listening availability
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:

Entire church, with the exception of the altar area, attic and choir loft.

Policies regarding financial practices of the church:

We have a finance committee that reviews and approves expenditures. Church Treasurer executes and pays bills at direction of finance committee.

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

It shows that our church structure is properly vetted for checks and balances. In addition, it shows that proper procedures are in place for reviewing and tracking expenditures.

Historical Information

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

One of the significant events is when we had the arrival and departure due to health of Pastor Lew Worthington
Implementation of Opening and Affirming (ONA)
The addition of the Praise Band
Since the retirement of our pastor of 16 years, we have not had a settled pastor for more than a year and it feels like we are in constant change or transition.

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

We have made the decision to federate with First Presbyterian Church of Shawano, Wisconsin. This was a difficult decision and process due to creating new by-laws, electing a board of directors and are in the process of finding a new worship space. We have worked hard to move forward for the betterment of our joined congregations.

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.

Our congregation is skilled at working through conflict by utilizing open, respectful communication as well as using the priceless resource of respected congregational members who are able to help mediate individual situations.

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

Like many churches in transition, Peace has faced real challenges. One of the most significant was the decision to become an Open and Affirming congregation. While many embraced this as an expression of our values, others have struggled, and we continue to navigate the implications.

We also experienced a difficult pastoral transition following the early departure of our last settled pastor. While not universally viewed as conflict, it highlighted the need for leadership aligned with our congregation's needs and maturity.

Perhaps most monumental was closing our building and merging with First Presbyterian to form a federated church. The decision stirred deep emotions—grief, hope, uncertainty—and continues to shape our life together.

More challenges may lie ahead as we prepare to sell our longtime building and adapt to a shared space. But we believe naming struggles honestly is key to healing, growth, and faithful unity.

Ministerial History:

Name: Rev. Uriah Williams

Years of service: 3

UCC Standing

Name: Pastor Lewis (Lew) Worthington

Years of service: 1

UCC Standing

Name: Pastor Marty Black

Years of service: 16

UCC Standing

Name: Pastor Jacob Preuss

Years of service: 7

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

We have never had a past leader leave under pressure or by involuntary termination nor have we been involved in a Situational Support Consultation. We have not had a past pastor been the subject of a Fitness Review or had a previous minister be a contributor to conflict following their tenure as pastor. We as a congregation try to work well communicating and working toward common goals with whomever is in a leadership position within our church.

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.

- Making and serving meals at SAM 25 Homeless Shelter
- Blue Christmas services have occurred in early December
- Participation in the annual Shawano Christmas Parade
- Christmas caroling in the community
- Chili dinners for the community in the spring and fall
- Upper Room devotional group
- Members of our church volunteer at local food pantry, Habitat for Humanity, SAFPARC food pantry, homeless shelter, Safe Haven
- Cookie Walk in December
- Pieces by Peace (quilting group)
- Souper Bowl Sunday and Turkey Feather drives to collect donations for SAFPARC food pantry have been done

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

- Hosted NEA annual meeting April 19, 2008
- Pastor attended national meeting in June 2019
- Delegates are sent to Association and Conference meetings annually

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

Our church has worked as a distribution site for Coats for Kids, a host of the local community Non-Profit Showcase, work with Friends for Hospice, and continue to work with SAFPARC (Shawano Area Food Pantry and Resource Center).

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.

- Faithful and Welcoming.
- Global Mission Church.
- 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.

ONA was a long and productive process to make our church a welcoming and safe place where all may worship.

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

- Soup and Substance during Lent with the First Presbyterian Church
- Maundy Thursday and good Friday services with the First Presbyterian Church
- Yearly Ecumenical Worship Service with the First Presbyterian Church

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

Our mission statement at Peace UCC, is "To provide an open and welcoming community so all may feel God's love." This statement helps to guide our decisions from worship to how our church council makes decisions on behalf of our congregation. Whether we are engaged in a community Chili Dinner, Cookie Walk, or worship in the park, we strive to lean into our mission statement to be that open and welcoming community so all may feel God's love, no matter where you are on your journey.

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.

- Homebound member visits
- Nursing home/assisted living visits
- Participation in local events, such as: Sam25, SAFPARC, and Safe Haven Domestic Shelter

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.

* See attached report

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.

* See attached report

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

* See attached report

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

In the community, our church is known for our large community outreach events like the Chili Dinner and Cookie Walk.

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

- Warm and welcoming environment
- Feeling of comfortable, not overbearing
- Traditional components intertwined

References

Mike Emerson

Completed: Monday, Jan 26, 2026

Food Pantry

Primary Email Address: safparc@gmail.com

Business: 7155245863

Reference Response

Benefactor

■ SAM25 Executive Director

Contacted: Wednesday, Jan 21, 2026

Primary Email Address: executivedirector@sam25.org

Reference Response

No response

■ Scott Fuqua

Contacted: Wednesday, Jan 21, 2026

Primary Email Address: tazman_1999_2000@yahoo.com

Reference Response

No response

Closing Prayer

Gracious Lord we thank you for your presence among us, for the foundation of faith and community you have built within this church. We are grateful for the wisdom and love shared, and for the opportunities to serve you both within and beyond these walls. We pray for continued guidance by your Holy Spirit to strengthen our faith and deepen our commitment to your work. Bless each member, our leaders and all who encounter this profile that they might experience the full glory of your presence. In Jesus name we pray, Amen.

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.

The Search and Call Committee, which consists of members from the former First Presbyterian Church and Peace United Church of Christ, with input for congregational members. This local church profile's data reflects the data of Peace UCC. We will include the profile of First Presbyterian Church when it comes available to share the full picture of the merged congregations.

2. Additional comments for interpreting the profile:

We are merging Peace United Church of Christ and First Presbyterian Church of Shawano, Wisconsin into a new federated church with the hopes of better serving our community with one called pastor leading our combined congregations.