

Name of Church

St. Mark's UCC

AddressW1307 Orchard Rd
Cleveland, WI 53015-1712**Conference:**

Wisconsin

Association:

No Associations

Title

Pastor

Start Date

n/a

Description

Pastor

Church Contact Information

(920) 693-8361 (Church Primary Phone)

stmstjoffice@gmail.com (Church Email)

Listing Information

Web Presences

<https://stmarksstjamesucc.org/>*Type: Professional*<https://www.facebook.com/profile.php?id=100064677251378>*Type: Professional*<https://youtube.com/@st.marksst.jamesucc4279?feature=shared>*Type: Professional***Additional Formal Ecumenical Affiliations**

The St. James UCC building is also home to Eun Pyong Korean Methodist Church services and activities; however the churches operate independently.

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

This position is serving two separate, yoked congregations, St. Mark's and St. James UCC. With God's blessing, these churches have maintained a yoked relationship of over 160 years. We have worked together to build a strong and positive relationship. Located a few minutes from Sheboygan and Manitowoc and just an hour from the larger cities of Green Bay/Milwaukee/Appleton, our rural churches and home-town congregations provide a warm and welcoming place of worship. Our smaller congregations create a family-like environment that results in first name "Good Mornings" and more personal relationships between the pastor and members/guests. As we look to replace our retiring pastor, we are excited to find a pastoral leader who will share the passion and commitment that we have become accustomed to and will also be up to the challenge and opportunity of improving our churches' ministry.

Both congregations are financially sound. When needs arise, we are able to address them. This good fortune allows us to prepare for future challenges and to be faithful to the visions and plans God has for us.

We look forward to energetic Sunday worship experiences that are biblically and scripturally sound, challenging, and apply to our current life situations. We also value a sense of humor.

We look forward to our youth and congregations being engaged in additional outreach opportunities. We are blessed to have an active, strong Sunday School program at St. James and look forward to continuing to plant the seed of faith that continues to bring back our local families. Currently St. Mark's is striving to rebuild a Sunday School program.

We hope for our new settled pastor to assist with change where needed, yet to also recognize and support our successful ministry and the traditions that built it, being up to the challenge of helping us grow in numbers, spirituality, and fellowship.

We strive to show love as Jesus taught us—for God, for each other, for the world, and for self.

Church pictures



What we value about living in our area.

Our rural communities are filled with hard-working citizens who enjoy the beauty of the year's seasons and the picturesque shores of Lake Michigan. We are just a short drive between Sheboygan and Manitowoc with just a 15-minute drive to either, and only an hour from Green Bay, Milwaukee, and Appleton, offering big-city sports, culture, entertainment, and shopping. Our rural communities offer a safe environment for our families to live and grow. We may not be large enough for some things, but we are small enough to be family.

Current size of membership

326

Average in person attendance

120

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?

30

Languages used in ministry

English is used. We do, however, enjoy the tradition of singing one verse of Silent Night in German on Christmas Eve.

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

[Download FINAL-2026-Compensation-Guidelines-for-Full-Time-updated \(1\).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 St Mark's_St James.pdf](#)

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

Sharing God's Message

- Preparation and leadership of Sunday worship at both churches, including: scripture, music, sermon, and crafting of liturgy and bulletin.
- Help energize and deepen spiritual connections and the faith of others in all they do.
- Provide for learning opportunities for the congregations' leaders.
- Organize and conduct weekly confirmation classes from September through May.
- Assist with monthly newsletter publication by providing an inspirational message and noteworthy announcements.
- Provide guidance and support to Sunday School teachers with curriculum.
- Empower others in the congregation to take on a leadership role within the Sunday School and Youth Group.
- Collaborate with consistory presidents to create the monthly agenda and participate in each church's monthly and annual meetings.
- Lead Bible study.
- Support the churches' online presence.

Second:

Interacting with people and the community

- Be present and participate in the activities of the congregations.
- Provide guidance and support to the Youth Group.
- Investigate and facilitate opportunities for church outreach/mission projects.
- Participate in conference meetings.
- Participate in the Rural Church Fellowship and the United Church Men and Women.

Third:

Work with individuals and their particular needs

- Make nursing home, hospital, and homebound visitations to members.
- Lead weddings, funerals, and baptisms.

- Perform counseling, listening, and referral.

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)	40500	☒	☐
Housing Allowance	12000	☒	☐
Any Experiential Difference (Related to years of experience)	0	☒	☐
Salary Basis: 52500			
Pension/Annuity	7350	☐	☐
Social Security and Medicare Offset	4016	☒	☐
Medical/Dental Insurance	25303	☒	☐
Life Insurance	0	☒	☐
Disability Insurance	0	☒	☐
Worker's Compensation	0	☐	☐

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

The pension is paid at 14% of the annual salary.

Medical/Dental Insurance is paid 75% by the churches and 25% by the pastor. Rates are determined by the UCC Pension Board. The number shown above is based on the insurance plan of our recent pastor. The dollar amount for the new pastor may vary according to their insurance needs.

Life and disability insurance rates are determined by the UCC Pension Board.

Worker's Compensation is covered in our churches' insurance policy.

Money is also allotted for continuing education.

The expected living situation for our next minister.

We are hopeful our new pastor will choose to live in our beautiful, recently renovated parsonage. However, if not, in order to meet the needs of both churches we would request that the pastor live within a 30 mile radius of the center point between the two churches.

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

No, this is not offered.

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

This is not an option, as the churches are yoked and would provide full time employment.

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

Reimbursement for use of personal vehicle.
Conference and/or Association meeting registrations
Other meeting registrations (or educational requirement registrations).
Criminal background checks.
Community of Practice Participation.
Other:

Internet is provided in the church buildings and paid for by each congregation.

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

COP (Clergy of Practice) group made up of local clergy meets once a month throughout most of the year for support and discussion.
Lakeland University provides opportunities for pastors.

Who Is God Calling to Minister with Us?

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

- Creating a church experience that engages our current members and draws in new members.
- Engaging our youth and our children.
- Equipping the Saints: Teaching and training others to lead in ministry.
- Looking at ways to serve our community and integrate more within our communities.
- Help our members to connect inter-generationally within each congregation and help us to make more familiar connections between both churches.
- Visit home or hospital bound members who are not able to participate in worship.
- Integrating his/her own identity into church services while respecting and maintaining some of our longstanding traditions.

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

We are looking for a pastor who can help educate and initiate potential outreach opportunities in our area. We have many people who are interested in doing more locally but are not sure how to make an impact or get involved.

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

English is required. The majority of the congregants are of German heritage, services at our churches were held in German for many years.

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.

- Exhibiting a Spiritual Foundation and Ongoing Spiritual Practice
- Engaging Sacred Stories and Traditions
- Caring for All Creation
- Working Together for Justice and Mercy

Who Is God Calling Us to Become?

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

Who God is calling us to become as a congregation.

God is calling us to help others deepen their relationship with God, become faithful followers of Christ, and to share the message of Christ's love with others within our congregations and beyond. This is in line with our churches' mission statement.

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

Within both congregations, we need a better understanding of what the current initiatives are in the UCC and how they relate to our communities and our church lives. As both churches have both traditional and nontraditional views on religion and society, we are looking for someone who can help us to better understand and accept the differences of those around us and help us come to terms with the current goals and functions of the UCC. We are a group that is ingrained in tradition yet may be ready to be challenged and encouraged to support our neighbors in greater ways.

Congregation Reflections

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

God is described as the one who looks over all, created the earth and all that is in it, the one who sent his son to earth to live among us, teach us and give of himself to free us from our sins. The Holy Spirit guides us and lives within us in our daily lives in our families and in the community, helping to bring us closer to God.

Three strengths of our congregations include:

- Family Presence
- Cooperation and Collaboration
- Generosity

These are further explained below.

Strengths or positive qualities of our congregation.

While any church members are related to one another, there is a greater sense of “family” among ALL members. We enjoy friendship and fellowship and work as a team to worship and praise, as well as accomplish projects of mission for the church.

Our churches have excelled at cooperation and collaboration. In addition to sharing a Pastor, we have worked to reciprocate worship times to allow an early or late option to service (alternating weekly). Our consistories meet at least two times a year to discuss mutual issues regarding budgets, calendars, and salaries. We share an office secretary who creates joint bulletins, newsletters and special mailings. We work collaboratively to alternate the location of Lenten, Holy Week, Thanksgiving, and Christmas services. Youth from both churches join for planned social and community service activities and a volleyball league, as well as holding a yearly Chili Dinner Fundraiser.

Both congregations are blessed with an extreme amount of generosity. Neither church has debt. When needs are presented to help with collections for charities, church meals, youth projects, or special offerings, our members answer the call.

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

Communication is a strength for our churches. We have several avenues of sharing information and concerns. These include weekly bulletins, monthly newsletters, daily FaceBook messages, weekly Prayer Chain emails, and frequent email announcements.

We have many community outreach projects throughout the year and will continue to build upon those. Recent projects have benefitted Sheboygan County Interfaith Organization, We Believe Foundation, Salvation Army, We are fortunate to have generous congregations and have provided funds to many community organizations. Our congregations recently adopted a mission statement which guides our actions. We are looking for ways to continue bringing that mission to fruition.

A need that persists for us is to bring in new families to continue to grow and breathe new life into our congregations.

What worship is like when our congregation gathers.

- Members and Pastor gather in the narthex 15-20 minutes prior to the service, while some choose to find their seat in the sanctuary.
- The bell is rung and worship music begins.
- Service begins with announcements of joys/concerns, birthdays, anniversaries and upcoming events.
- Worship includes a Call to Worship; three or four hymns; additional music from the choir, Sunday School children, or a talented member; scripture readings (done by volunteer readers); Children's time; sermon; offering; Pastoral Prayer and the Lord's Prayer; Statement of Faith or Apostle's Creed; and the closing benediction.
- Many Sundays at each church conclude with a social time with beverages and snacks.

The educational program/faith formation vision of our church.

Children at age three are invited to attend Sunday School from September to May. Curriculum is purchased and volunteers from the church give their time for instruction and music. Children attend through 8th grade. In addition, during 8th grade year, children participate in confirmation. The My Confirmation book by Thomas E. Dipko has been used. Classes are held 1 hour weekly from September to April/May. Children are then confirmed into church membership.

A volleyball league is offered from 5th grade to age 21 and is currently led by parent volunteers. Summer volleyball is held on Sunday evenings from June to August. We are currently in search of a parent volunteer to coordinate Youth activities involving social and community service events.

How our congregation is organized for ministry and mission.

Each church is governed by its own consistory, consisting of six to seven members at each church. Consistory members at each church serve a three year term. A Financial Secretary is an additional position in a paid capacity at St. Mark's. Consistories serve as the decision makers for all activities at the church and take the charge of calling for committees to be established. Volunteers are then sought based on interest and skill level.

When it comes to decision-making, 5 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...

Emails, texts, or phone calls are sent to consistory members for items that need immediate attention. “Reply all” responses keep everyone informed on actions taken. If needed, the consistory will call impromptu meetings after a church service to discuss the issue. If follow-up attention is needed, the issue will then be discussed at the next scheduled Consistory meeting.

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

[Download StMarks_StJames_Constitutions.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 St Marks St James 11_YEAR_REPORT.pdf](#)

Congregation Demographics

Describe those who participate in your church.

DEMOGRAPHIC	NUMBER
NUMBER OF ACTIVE MEMBERS:	326
NUMBER OF ACTIVE NON-MEMBERS:	3
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	329

ARE THESE NUMBERS ESTIMATES?

No

Percentage of total participants who have been in the church:

TIME	PERCENTAGE
MORE THAN 10 YEARS:	87%
LESS THAN 10, MORE THAN 5 YEARS:	11%
LESS THAN 5 YEARS:	2%

ARE THESE NUMBERS ESTIMATES?

Yes

Number of total participants by age:

AGE	NUMBER
0-11	32
12-17	31
18-24	25
25-34	42
35-44	40
45-54	48
55-64	69
65-74	67
75+	52

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various household types:

HOUSEHOLD TYPE	PERCENTAGE
SINGLE ADULTS UNDER 35:	20%
HOUSEHOLDS WITH MINORS:	21%
SINGLE ADULTS AGE 35-65:	15%
JOINT HOUSEHOLDS WITH NO MINORS:	30%
SINGLE ADULTS OVER 65:	14%

ARE THESE NUMBERS ESTIMATES?

Yes

Education level of adult participants by percentage:

EDUCATION LEVEL	PERCENTAGE
HIGH SCHOOL:	33%
COLLEGE:	38%
GRADUATE SCHOOL:	9%
SPECIALTY TRAINING:	17%
OTHER EDUCATION LEVEL: no high school	3%

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various employment types:

EMPLOYMENT TYPE	PERCENTAGE
ADULTS WHO ARE EMPLOYED:	63%
ADULTS WHO ARE RETIRED:	27%
ADULTS WHO ARE NOT FULLY EMPLOYED:	10%

ARE THESE NUMBERS ESTIMATES?

Yes

The range of occupations of working adults in the congregation:

We have a diverse population of farming families, factory workers, teachers, health care providers, IT specialists, small business owners, law enforcement officers, trade workers, and professionals.

Note: The numbers shown above represent the combination of the two churches.

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

We are a primarily white congregation of mostly European heritage.

What diversity means in our context?

Diversity in our churches currently comes from age, education, and socioeconomic status.

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

Yes

Comment after the exercise:

We welcome more diversity and value the gifts each person offers. Conversations within our congregations and our communities have been enlightening and opened our eyes to new opportunities to welcome others to our churches.

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)	27	Group members
Baptisms (number last year)	1	Pastor
Children's Groups or Classes	15	4-5 Lay Teachers
Christmas Eve and Easter Worship	400	Pastor & musicians
Church-wide Meals	205	Consistory
Choirs and Music Groups	22	Choir Director & Organists
Church-based Bible Study	12	Pastor
Communion (served how often?)	10	Pastor
Community Meals	120	Vacation Bible School Staff
Confirmation (number confirmed last year)	7	Pastor and confirmands
Drama or Dance Program	14	Sunday School teachers and Board
Funerals (number last year)	4	Pastor and families
Intergenerational Groups	84	Church members
Outdoor Worship	65	Pastor & Venue Hosts
Prayer or Meditation Groups	82	Pastor and church members
Public Advocacy Work	1	Pastor
Retreats	6	Youth and Area Pastors
Weddings (number last year)	2	Pastor and couples
Worship (digital / online / livestream)	24	Members
Youth Groups or Classes	8	Youth leader

Worship Times

WORSHIP (TIME SLOT):	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
9:00 am	65	Pastor
10:30 am	60	Pastor

Additional comments:

Early church services are offered at 9:00am at St. Mark's on the first and third Sundays of the month, St. James on second, fourth, and fifth Sundays. Late services starting at 10:30am are offered at the churches on opposite dates.

Occasionally we hold joint services. Once a year in the summer, we have a joint outdoor worship service followed by a potluck dinner and a barn dance. Another event is a joint service in the fall followed by a cook-out and outdoor games. A winter joint service precedes our annual chili dinner.

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
none				☐

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

None

List of all current staff:

STAFF POSITION	HEAD OF STAFF	COMPENSATION	SUPERVISED BY	LENGTH OF TENURE FOR CURRENT PERSON IN THIS POSITION
Organists (4)	1 head at each church	part	Consistory	40
Choir Director	1 head at each church	part	Consistory	40
Financial Secretary at St. Mark's	head	part	Consistory	8
Treasurer at St. James	head	part	Consistory	1
Custodian	1 head at each church	part	Consistory	15
Office Secretary	head	part	Pastor and consistory	8

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

We have many very dedicated and diverse individuals and families serving the churches in many capacities.

Church Finances

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	233000
Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)	50000
Fundraising Events	5800
Gifts Designated for a Specific Purpose	3000
Rentals of Church Building	2400
Total	294200

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

231850

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 2026 Budgets.pdf](#)

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

52

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?

OCWM is a line item in our annual budgets.

Members are asked to include OCWM in their givings.

St. James gives proceeds from its annual Brat Fry, and St. Mark's gives proceeds from its annual Mission Fest Dinner to OCWM.

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?

No

Capital Campaigns

Description of any building programs projected or underway.

St. James Steeple Repair
Completed in the summer of 2026
Budget of \$7,000

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?

Yes

What is the market value of the assets?

370300

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

Guidelines have been established to request funds as needed.

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

16

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

Funds are not used for operating budget expenses.

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

For perpetuity

Please comment on the above calculations or estimates:

The amount of the draw varies from year to year, based on the return on the investment and on the requests made.

Other Assets

None

Reserves (savings):

39000

Investments (other than endowment):

No response

Does the church have a parsonage?

Yes

Fair market rental value of the parsonage:

2500

How is the parsonage used?

Pastor's residence

Street

Orchard Road

City

Cleveland

State

No response

Zip

53015

Finished square footage:

2400

Number of Bedrooms:

4

Number of Bathrooms:

2

Assessed real estate value:

400000

Available for minister residence?

Yes

Expected minister residence?

Yes

Condition of structure, systems and appliances

Newly renovated 8 years ago, New siding in 2025

Entity in the church responsible for review and needed repairs

A Parsonage committee has been formed for building oversight.

Parsonage pictures



Description of all buildings owned by the church:

St. Mark's: church, parsonage, 2-car garage with extra storage room
St. James: church, utility garage

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

None

Accessibility features of our building(s):

Exterior access such as ramps for wheelchair users or people requiring other mobility assistance
Accessible parking spaces
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
Listening devices in the sanctuary, or wireless technology to connect to hearing aids
Large print bulletins
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
Wheelchair areas in sanctuary (other than "front or back")

Which spaces are accessible to wheelchairs:

All areas other than the chancel, pulpit, and balcony are accessible by wheelchair.

Policies regarding financial practices of the church:

Each church's financial secretary/treasurer prepares the annual budget which is then approved by the respective consistory.
St. James has a separate committee to manage the Vision of Hope endowment fund. This group has a set of bylaws governing their work.

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

Both churches are financially strong. The consistories meet annually to discuss the budget with the additional assistance of the financial secretary at St. Mark's, who manages the shared expenses of the churches.

Note: The numbers shown above represent the combined finances of the two churches. The individual church budgets have been attached.

Historical Information

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

The Covid pandemic presented us with challenges and opportunities. How would we reach our members when in-person contacts were non-existent or limited? How could we create and maintain community? How would we conduct worship? How would we keep our children involved? How would we keep our communications cohesive and clear?

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

Our online presence increased significantly. We worked hard to keep our members connected. Pastor recorded services and uploaded them to YouTube for members to view at home. Our Sunday School teachers recorded and uploaded lessons for the children. We then held drive-in services with audio delivered by FM frequency. When we could return to in-person services, we continued to record and upload services to YouTube. The site's analytics show that our services are reaching 107 subscribers, with over 1,500 videos and nearly 36,000 views since 2020.

Today our secretary creates multiple Facebook posts each week to share the events and activities of our churches. Those posts receive a great deal of attention. While we previously did have a website, visits to it were limited. Our website is now the hub of all information regarding the activities of our churches. Together these two online resources share the work and joy of our churches with our members and with the community, both near and far.

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.

Issues are discussed and handled. Disagreements may arise for various reasons, including heightened sensitivities in our current political climate. Resolution is almost always found with strong leadership, good communication, Biblical guidance, and conversation. The ensuing conversations offer new opportunities to grow in our faith.

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

While navigating the changes during Covid, we did lose some members who were not in favor of the cautions we had put in place. They wanted in-person worship and communal singing, but those were highly discouraged by local health authorities. Some of those people chose to leave and joined other congregations where there were fewer restrictions. We were sad to see them leave, but we felt we needed to follow the recommendations of our local health departments in order to keep everyone safe and healthy.

Ministerial History:

Name: Rev. Dr. Patrick Schultz

Years of service: 8

UCC Standing

Name: Rev. William Kesting

Years of service: 28

UCC Standing

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

We realize that some of our former pastors gave too much of themselves, attending to every whim and participating in every meeting/activity/need of the church. In our search, we realize that the role they will play in our church must have healthy boundaries to allow balance between work and personal life.

No matter how perfect a candidate we may find, humans are not perfect— including those sitting in the pews. When we work together and take time to have conversations and listen to each other within our congregations and between the two yoked churches, conflicts are understood and settled.

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.

Members have gone on church-sponsored mission trips to SD, WI, IA, KY and TN. We have also helped with upgrades at Pilgrim Center in Green Lake, WI. Monetary contributions to area food pantries, Salvation Army, Heifer Project International, Holy Joe's Coffee, Wider Church Ministries, Moon Beach Camp and Pilgrim Center.

Collection drives for residents of Pine Ridge Indian Reservation.

Our VBS has assembled over 120 bag lunches yearly for Salvation Army, the youth group collected gifts for Operation Christmas Child, and members made tie blankets for the We Believe Foundation.

The Quilters Club has created and dispersed quilts to members and their friends who need love and support. Quilts have also been gifted to high school graduates and area nursing homes.

Both churches have provided Christmas gifts to several families for many years. Usually the families have been identified by social workers for Manitowoc and Sheboygan Counties.

Both churches participate in the Crop Walk annually.

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

- Delegates from our churches participate in each of the following:
- Rural Church Fellowship which connects rural UCC churches in Sheboygan and Manitowoc counties.
 - United Church Men and Women which raises and awards scholarships and grants to people entering or serving in ministry or chaplaincy.
 - Wisconsin Conference Annual Meeting
 - National Conference of the UCC

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

St. James participates in "Adopt a Highway", keeping a 2-mile stretch of highway clean.

St. Mark's is providing food for a local warming shelter for unhoused people.

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.

Global Mission Church.
Immigrant Welcoming.
Designations from other denominations.

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.

Yes, we are open to some of these possibilities.

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

- Our Vacation Bible School is open to any children in the community, whether they have a church home or not.
- The Adult Bible Study is also open to all.
- St. James provides facilities for the regular worship of the Eun Pyong Korean Methodist Church.
- Our churches annually host an outdoor service followed by a potluck dinner and a barn dance. Both church members and community members participate.
- A family picnic is sponsored by both churches. We have a joint church service, followed by a picnic lunch, outdoor games, and Bingo. Again, the community is invited to join in.

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

Our Mission Statement:

Our Mission is to help others deepen their relationship with God, become faithful followers of Christ, and to share the message of Christ's love with others.

Our Vision Statement:

We envision a healthy, thriving community where all can find a new and renewed life in Christ. We envision a church that values integrity from the pulpit and is known for teaching about the living God who transforms and empowers us to love others. We envision a church that refuses to be self-focused but instead channels the love of Christ and grace of God outwardly in the community and beyond. We envision a church which values the youngest child to the most elderly member; one which provides a path to discipleship and presents a safe place to wrestle with God, our faith, and life.

Our Mission and Vision ground our work and our interactions within our congregation and beyond. We work to embrace our faith and put it into action in our service to others.

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.

Duties follow the guidelines for a full time pastoral position in the call agreement workbook.

The ARDA or MissionInsite Reflection

ARDA/MI File

No response

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

There are about 20 UCC churches within a 30 minute radius of each church. All are handicap accessible with only a few that are open and affirming.

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.

We are similar to that of other churches and neighborhoods in our area.

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

Demographics are not shaping ministry.

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

We are open, welcoming communities of worshippers who care about each other, our neighbors, and our communities. With love and affection, St. James is recognized as "the little, white church on the hill", and St. Mark's is the church with the blue cross on top and the sign board with clever, thought-provoking messages.

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

New people have said they wanted a place where their children could get involved and people were welcoming. They wanted a place that was small and more intimate so as not to feel lost in the crowd, and could be a second family. They found the pastor and the members to be approachable, warm, accepting, and friendly. We truly care about each other.

References

☒ Laurie Heckmann

Completed: Tuesday, Jul 28, 2026

I am writing this letter as a non-member reference as St James/St Marks searches for a new Pastor.

Primary Email Address: wheckmann@tds.net

Mobile Phone: 9209465251

Reference Response

I am a member of a different church, but also attend St James, as my husband and our adult children are members. St James has always been a welcoming church to me, asking me to help/become involved. I like the family feel of the church.

Pastor has always made me feel comfortable and welcome. He shares in the good times and the challenging times and that is reassuring.

The Sunday School/Youth program taught our children that it is good to share what we have, through offerings and acts of kindness that help people within our own congregation, within our own community, and helping those people worldwide that we will never meet. We hear God's Word and share God's Love.

Years ago, we lost a family member unexpectedly. As Family and friends gathered around us, so did this church family. I will always remember that and be grateful for it!

God's Blessings,
Laurie Heckmann

☒ Roxi Bernhardt

Completed: Wednesday, Jul 29, 2026

Michael Bernhardt

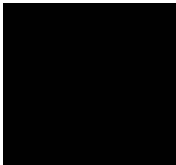
I'm a member of St. Marks UCC Consistory

Primary Email Address: bernhardtroxi@hotmail.com

Mobile Phone: 920 946 9030

Reference Response

My wife Roxi and I became members of St. Marks UCC in March of 2023. We came to this Church because we were looking for a Church with a smaller, home town feel. Everyone has been very friendly and made us feel welcomed. It is like a second family to us. I joined the Consistory in January 2026, and found out getting involved has made me feel more connected with the Church and it's members. Being on the Consistory has also allowed me to work with members of St. James, and to experience how the two Churches work together to get things accomplished. We both love this Church and how it has brought us closer to God. We enjoy getting involved with the Church activities and helping when ever we can.

 ☒ Karen Mansker

Completed: 5 days ago

I am the church secretary for both St. Mark's & St. James UCC for the past 7 years and a member of St. Mark's United Church of Christ for 42 years.

Primary Email Address: stmstjoffice@gmail.com

Personal Cell: 9202078361

Reference Response

I have the privilege of being the secretary for St. Mark's & St. James UCC (7 years) and a member of St. Mark's (42 years). Since our churches frequently hold joint Worship services & events and my having been involved in St. Mark's leadership & committee roles, I've had opportunities to work with & get to know members of St. James. Both churches are friendly & easy to work with. I feel welcome when attending either church & comfortable contacting members of both churches with requests. There's 2-4 joint consistory meetings a year, shared committees the churches work on together (pastoral search, mission/vision, bible study, VBS, chili dinner), individual church activities members of both churches attend (Bunco, sheepshead, quilting group) & have been joint mission trips. There's an open line of communication between the two churches, they work well together & both are open to new ideas.

Closing Prayer

We are reminded of an old prayer from St. Francis of Assisi:
Lord, make us instruments of your peace,
Where there is hatred, let us sow love;
Where there is injury, pardon;
Where there is doubt, faith;
Where there is despair, hope;
Where there is darkness, light;
Where there is sadness, joy;
O Divine Master,
Grant that we may not so much seek
To be consoled as to console; To be understood as to understand;
To be loved as to love.
For it is in giving that we receive;
It is in pardoning that we are pardoned;
And it is in dying that we are born to eternal life.
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.

Joint Profile Committee of St. Mark's and St. James UCC

Mike Bernhardt

Tyler Bramstedt

Cindy Klapperich

Lori Roelse

Kristin Zolltheis

2. Additional comments for interpreting the profile:

No response