

# UNITED CHURCH OF CHRIST

## **LOCAL CHURCH PROFILE**

St. Peter's United Church of Christ  
Kiel, Wisconsin

Full-Time Settled Pastor

Wisconsin Conference, Northeast Association

November 24, 2021

### LOCAL CHURCH PROFILE CONTENTS

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*“God is able to provide you with every blessing, so that  
having all sufficiency in all things at all times,  
you may abound in every good work.”  
(2 Corinthians 9:8)*

## INSTRUCTIONS

The new Local Church Profile supports the calling and discernment of United Church of Christ congregations with their current or future pastoral leadership.

For many congregations, the interim time between ministers is an intentional season that is guided in part by the preparation of a Local Church Profile. Using the Profile, the church can discover its data and express its story for the reliable discernment of a search committee and the beginning of a new pastorate. Searching ministers will want to see this document in its entirety.

The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – **WHO ARE WE NOW**, **WHO IS OUR NEIGHBOR**, and **WHO IS GOD CALLING US TO BECOME** – are meant to be updated every 3-5 years. Known together as the "Discovery Document," these three sections can be completed by a visioning group, a governing body, a transition team, or other group – not just the search committee – in order to draw forward the gifts and imaginative possibilities of a congregation. The church's engagement with the "Discovery Document" might not have the same sequence as the completed Local Church Profile that is read by candidates.

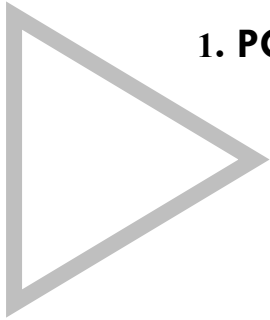
Some questions are easy to answer. Some are not so easy. Prompts are provided to stimulate narrative response if needed; these italicized prompts are merely examples from which to choose or to inspire your own. Efforts to answer the questions will prompt conversations and explorations and story-tellings and many prayers. As the Spirit moves throughout the process, congregations will shape a collective articulation of Christ's leading (**WHO IS GOD CALLING US TO BECOME**). This last question to be answered becomes the first section to be read by searching ministers in the Local Church Profile, and it is boldest and most actionable piece for faithful leadership into the future.

Your conference can provide materials referenced in the Local Church Profile, such as the 11-Year Report containing data as reported by your congregation annually to the UCC Data Hub, and MissionInsite reports containing demographic information on your community. More information on types of pastorate in the United Church of Christ can be found in the Call Agreement Workbook. Be sure to use the Call Agreement Workbook's Scope of Work to describe in this Local Church Profile the position being sought.

When it is time for ministerial search, the conference can counsel you on posting the Local Church Profile together with your public listing at UCC Ministry Opportunities (<http://oppsearch.ucc.org>).

The last page of the Local Church Profile contains a statement that parallels the consent statement signed by ministers in the UCC Ministerial Profile. In keeping with the covenantal relationship between a church and those it seeks to call, this statement encourages an open, honest exchange of information. On behalf of the United Church of Christ, and on the basis of

the best knowledge available to them, your conference staff will validate your completed Local Church Profile when it is ready to be shared in relationship with prospective new leaders.



## 1. POSITION POSTING

- a. LISTING INFORMATION
- b. SCOPE OF WORK
- c. COMPENSATION & SUPPORT
- d. WHO IS GOD CALLING TO MINISTER WITH US?

### 1a. LISTING INFORMATION

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Church name: St. Peter's United Church of Christ  
Street address: 424 Fremont Street, Kiel, WI 53042  
Supplemental web links: [www.stpetersucckiel.com](http://www.stpetersucckiel.com)  
(920) 894-2404

Additional ecumenical affiliations  
N/A

Conference: Wisconsin Conference  
Association: Northeast Association  
UCC Conference or Association Staff Contact Person (Name, Title, Phone, Email):  
Rev. Jane Anderson – Associate Conference Minister  
(920) 540-2586  
[janderson@wcucc.org](mailto:janderson@wcucc.org)

#### Summary Ministry Description:

*We are a strong rural community church. With many dedicated, multi-generational families. We value our traditions but are open to new ideas. Our motto is: "We are Love, Challenged by Christ, To serve All." We are imperfect but believe we exist to serve others. We are a benevolent church, sensitive to the needs in the world. We want to continue serving others and strengthening our inner circle of faith. Moving forward we're looking to build strong programming to inspire younger members for the future of St. Peter's. We are looking for a compassionate, personable faith leader with a strong faith to co-minister with us. Our ideal candidate is one who can relate the scripture to our daily lives and effectively communicate,*

*work, and partner with us to encourage spiritual growth and acts of faith among our youth and adults.*

Photographs:







What we value about living in our area:

1. *Ours is a safe, friendly place to live in and provides you with a sense of community.*
2. *Low cost of living.*
3. *Beautiful parks in addition to walking and biking trails.*
4. *Great place to raise a family and has a good school system that offers multiple academic and trade learning opportunities with numerous co-curricular activities.*
5. *Close to a wide variety of recreational activities within a 30-mile range.*
6. *Strong industrial base paying good wages and benefits and good growth potential.*
7. *Strong religious base with many established congregations.*
8. *Picturesque “Little City That Does Big Things” [www.kielwi.org](http://www.kielwi.org)*

Current size of membership: *422 confirmed members, 42 Sunday School*

Languages used in ministry:

*English, but others welcome.*

Position Title: *Full-Time Settled Pastor*

Position Duration:

*Settled – a called position intended for long-term ministry.*

Compensation Level:

*Full Time*

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

## **1b. SCOPE OF WORK**

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Core Competencies:

*Is a compassionate, caring, and approachable person.*

*Gives sermons relatable to daily life.*

*Makes pastoral calls on members, including those in hospitals, nursing homes, and those confined to home.*

*Has a strong commitment to the education ministry of the children and adults and is effective in working with children and youth programming.*

*Establish roots and develop relationships with the community.*

## 1c. COMPENSATION AND SUPPORT

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Salary Basis: \$ to be negotiated

Benefits:

*Salary plus Benefits – With some pastor contribution to retirement and health insurance plan costs (to be negotiated)*

*Housing allowance to be designated by pastor out of total salary package.*

What is the expected living situation for your next minister?

*The Pastor will secure his/her own housing arrangement to accrue home equity. We are looking for a pastor that is going to immerse him/herself in the life of the church and establish roots within the community. Ideally our next pastor will find housing within the City of Kiel so that he/she can be readily available to the members of the church and participate in community and /or church events. If adequate housing within the City of Kiel cannot be obtained, housing within a surrounding community will be reviewed and approved by the membership of the Pastoral Search Committee. We have contacts to assist in the housing search.*

Comment on the residential/commuting expectations for your next minister.

*Preference is for the minister to live in our community or very close, minimal commuting.*

*Hospitals and nursing homes used by our members are normally within 30 miles  
Major hospitals – Milwaukee & Green Bay are within 60 miles.*

*Mileage reimbursement included in package.*

State any incentives: *Moving allowance to be negotiated.*

Describe peer and professional supports available for ministers in your association/conference:

*Conference Support:*

*Rev. Jane Anderson, Associate Conference Minister*

*(920) 540-2586*

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

*Community of Practice/Professional Development Group:*

*Funding provided in our budget and call agreement.*

*The Northeast Association will provide a mentor during the first year of call in Wisconsin conference.*

*Other UCC Clergy Cluster groups available within the Northeast Association.*

*Number of Newsletters from the Conference to provide insight and/or ideas.*

*Local area pastors have an ecumenical group (Clergy Cluster) that meets periodically and organize some ecumenical services that rotate such as Good Friday and Thanksgiving Eve Worship (temporarily suspended due to COVID).*

*The Wisconsin Conference has a Seminary debt retirement plan available by application to pastors.*

If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment:

*This is a full-time position for the pastor. We can assist in a job search for the pastor's partner if desired.*

## 1d. WHO IS GOD CALLING TO MINISTER WITH US?

Describe the ministry goals you envision your next minister co-collaborating with the congregation to achieve.

- 1. Nurture youth and adult programs.*
- 2. Put our faith in action/get closer to God.*
- 3. Help us develop a clear and concise vision for moving our church forward.*
- 4. Revitalize our outreach program to members and others in our community in need.*
- 5. Help increase our attention to stewardship and financial responsibilities.*

Describe how your vision of the minister you are now seeking will assist the congregation in making an impact beyond its walls.

- 1. Utilize the financial and human resources of our members to reach out to our community (benevolence).*
- 2. Develop a relationship with the other churches and pastors in the area (ecumenical).*

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

*We have no specific requirements but are open to anyone who can speak a second language along with English and/or has a cultural interest or background. These qualities can only enhance our worship service and make us more welcoming to others.*

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



### ENGAGING SACRED STORIES AND TRADITIONS –

1. *Bringing life to sacred stories and traditions in worship, proclamation, and witness.*
2. *Leading faith formation effectively across generations.*

### CARING FOR ALL CREATION

1. *Nurturing care and compassion for God’s creation.*
2. *Maintaining a basic understanding of mental health and wellness.*
3. *Providing hope and healing to a hurting world.*

### WORKING TOGETHER FOR JUSTICE AND MERCY

1. *Understanding community context and navigating change with a community.*
2. *Engaging in mission and outreach.*
3. *Building relationships of mutual trust and interdependence.*

### STRENGTHENING INTER- AND INTRA-PERSONAL ASSETS

1. *Exhibiting strong moral character and personal integrity.*
2. *Respecting the dignity of all God’s people.*
3. *Understanding and ministering to stages of human development across the life span.*
4. *Demonstrating excellent communication skills.*



## 2. 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 is God calling you to become as a congregation?

#### ***Our Mission Statement:***

*“We are Love  
Challenged by Christ  
To Serve All”*

Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation.

1. *One of our initiatives was to open a discussion on Open-N-Affirming. We showed movies and sent out a survey to get opinions from the congregation. Many were open-minded, some were opposed but the majority were willing to learn more. Due to*

*Covid and the resignation of our pastor, the topic was put on hold. We'd like to move forward with additional conversations on this topic in the future.*

- 2. Hope House and The Haven of Manitowoc County – St. Peter's is involved with Hope House of Manitowoc, a program of Lakeshore interfaith Hospitality (LIHN). LIHN is a non-profit organization whose purpose is to provide shelter and supportive services to individuals and families experiencing homelessness in Manitowoc County and surrounding area. In 2010 LIHN made the move to a permanent site but previously St. Peter's would take a week at a time and transport these families to our church every evening, feed them, socialize with them, and the volunteers would spend the night in church along with the families. We would feed them breakfast in the morning and transport them back to Manitowoc. St. Peter's continues to support them through monetary donations, and items needed for the families.*

*St. Peter's also supports The Haven of Manitowoc County whose mission is to advocate for homeless men while providing community resources and an interfaith approach towards self-sufficiency.*
- 3. Food Pantry – Original Pantry was established in 1995 as an ecumenical outreach of several churches. Utilized rented space with small group of volunteers. The Pantry was eventually offered some of the space in St. Peter's Ray's of Hope building. This is a former small retail store that is adjacent to our church property. The original concept was to use the building for youth activities and other functions, but room was made available for the pantry to store food inventory in a secure environment. In addition to free use of the building, our benevolent funds have paid for most of the utilities.*

*The original leadership of the Pantry reached a burn out point and initiated steps to close. Several members of our church took up the challenge to form a new legal entity, secure IRS tax exempt status and revitalize the outreach program.*

*The biggest step was a willingness to deliver food to those in need who did not have transportation or physical ability to pick up.*

*The pantry also extended the distribution window to 3 days per month with varying times to allow for more access.*

*We increased community awareness and received additional support from the community, in both donated products and money. Then COVID hit!*

*Needs in the community rose, and our volunteers stepped up to transport government produce and commodities to bolster the additional donations we received from the community.*

*At the peak in December 2020, the pantry assisted 61 households with meaningful amounts of supplemental food to support the families through the difficult times.*

*Pantry operations expanded to utilize the entire building with the support of the congregation.*

*While the pantry is still an ecumenical outreach, about 75% of the volunteers and leadership are from our church. This has given us all a chance to become better friends and feel a closeness to the people we serve.*

- 4. The church will likely always have an ongoing effort toward long range planning. The members of this church want to be here and relevant in a year, 5 years, 10 years, and beyond (a desire to see a sustainable future).*



### **3. WHO ARE WE NOW?**

*“You shall love your neighbor as yourself.” (Matthew 22:39 NRSV)*

- CONGREGATIONAL REFLECTIONS**
- 11-YEAR REPORT**
- CONGREGATIONAL DEMOGRAPHICS**
- PARTICIPATION AND STAFFING**
- CHURCH FINANCES**
- HISTORICAL INFORMATION**

#### **3a. CONGREGATIONAL REFLECTIONS**

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Describe your congregation’s life of faith.

- 1. Genuine hunger for growing and developing a stronger faith.*
- 2. Yearning to connect with God and our fellow church members.*
- 3. We want to know God’s love and presence in our everyday life and how do we share with others.*
- 4. We want to understand how to engage the teachings of scripture and relate them to our everyday life.*
- 5. We are always looking for ways to reach out to fellow members or others in our community to share our love and lend a helping hand or comfort.*

Describe several strengths or positive qualities of your congregation.

- 1. Many life-long, multi-generational members with strong ties to our faith community and church facility.*
- 2. History of strong vocal and instrumental (handbells, organ & piano) musical programs.*

3. *Strong technological capabilities utilized for in-church presentation and live streaming of services. We also did virtual Sunday School and Worship services during COVID.*
4. *Scholarship program for college bound students.*
5. *Core group of committed members who are always willing to help.*
6. *Strong Christian Education Ministry Team who is working hard to revitalize our youth programs post COVID.*

Describe what worship is like when your congregation gathers.

*We are traditional, but with laughter, tears, and freedom within the traditional to be ourselves and be creative. Realizing the life of the church is not just for adults, we offer a special children's time at the beginning of service and then dismiss them to Sunday School. We generally follow the lectionary but want it to be meaningful and relevant to the community events at the time. Relating a message to people's lives helps them grow closer to God. How the pastor makes sense of the theological message helps the congregation grow spiritually. Through the hymns we sing and the variations of musical talents, we are uplifted with the presence of the Holy Spirit. When we leave church, we want to go with a positive feeling of being blessed and know it's our job to pass it on, make a difference in the world and serve others.*

**SAMPLE SUNDAY BULLETIN -**

## **St. Peter's United Church of Christ**

**Kiel, Wisconsin**

August 8, 2021

9:00 am

**Meditation: "Faith without works is not faith at all,  
but a simple lack of obedience to God."  
- Dietrich Bonhoeffer**

\*invites those who are able, to please stand

RINGING OF THE CHURCH BELL

PRELUDE  
WELCOME

Rev. James McKenzie, Interim Minister



**\*CALL TO WORSHIP** (responsive)

**One:** We have gathered to grow in God's Spirit, to better learn how to love ourselves and others as God loves us.

**Many:** **We offer our best selves in order to draw closer to God and to be used as His ambassadors of peace.**

**One:** May God open our eyes to the needs within us and the cares around us, so that we may attend to the healing work of His will.

**Many:** **So, come then, and let us gather. Let us grow as a worshiping church and be known as Christ's disciples of love.**

**\*AN OPENING HYMN OF PRAISE**

"Sing Praise to God Who Reigns Above" #56

**\*SHARING THE PEACE OF CHRIST**

**PRAYERS OF THE FAITHFUL** (unison)

**Loving God, show us your way. Enable us to look beyond the challenges, difficulties, and dilemmas of the present moment and to take the longer view. Lift up our vision, to your high calling for our lives, so that we might see the working of your hands among us. And then, having seen your way, give us the courage to follow faithfully, moving in step with your grand purposes for our world. We ask these things in the name of the One who gave all for our sake. Amen.**

**KIDS' TIME**

**SACRAMENT OF BAPTISM** Ella Mae Gardapee

**SPECIAL MUSIC** "Be Thou My Vision" arr. Cindy Berry  
Scott Weir on Piano

**OLD TESTAMENT READING** Chasing After Wind  
Ecclesiastes 2:9-11

**\*GLORIA PATRI**

**NEW TESTAMENT READING** Dead as a Doornail James 2:14-17

**MESSAGE** "A Grammar Lesson"

**LIFE OF THE CHURCH**

Worship in the Park Next week on 15<sup>th</sup>  
Secrets of the Bible and Holy Conversations Resume on the 22<sup>nd</sup>  
Cherry Tree Sign Up

PRAYERS

Joys & Concerns  
A Time for Silence  
Pastoral Prayer

Lord's Prayer (unison)

**Our Father, who art in heaven, hallowed be thy name. Thy kingdom come. Thy will be done on earth as it is in heaven. Give us this day our daily bread. And forgive us our debts, as we forgive our debtors. And lead us not into temptation, but deliver us from evil. For thine is the kingdom, and the power, and the glory, forever. Amen.**

\*A GRATEFUL SONG

“We are God’s People”

#547

OFFERING AT THE DOOR

(There are offering plates at the door to accept your support. We thank you.)

\*PRAYER OF THANKSGIVING (unison)

**Most merciful and loving God, we give thanks that you have spoken to us again this day, and inspired us to look at our lives in a new way. Grant us the courage and the grace not to ignore what we know to be true. Encourage us to make the changes we need to make, so that we might fill the world with justice and peace. Help us to follow in the way of Christ, now and always. Amen**

\*BLESSING

POSTLUDE

Describe the educational program/faith formation vision of your church.

*Sunday School is offered for students in Pre-K (4-year-olds) to 6<sup>th</sup> grade. The seventh graders are offered the opportunity to be ‘helpers’ in Sunday School. The curriculum was developed by the individual teachers with autonomy granted if the main teaching points are covered sufficiently. Teaching style during this program is a traditional classroom with workshops/reflection essays assigned at will, paired with hands-on experiences in conjunction with the Spark Story Bible. In addition, we offered an adult Bible Study class that meets Sunday mornings prior to the start of Worship.*

*The confirmation program at St. Peter’s operates under the guidance and direction of the Christian Education Ministry Team with financial support for the instruction as well as outreach or faith in action activities to help strengthen the students’ faith.*

*In 2015 our confirmation program transitioned from a four year to a two-year program.*

**2-year program:** During the first year we helped the students understand a general timeline of the bible in the Old and New Testaments as well as focusing heavily on the idea of prayer (How do people pray? Why do people pray? What do people pray?) incorporating a variety of styles and personal reflection to help deepen their faith. In the second year of the program, the students explored church policy (How the different religions split and why? How the UCC was formed?) in addition to our specific church history (German reformed to Evangelical reformed to United Church of Christ). In the second year we also incorporated a great deal of faith exploration through faith in action events. These include worship visits to different spaces (Baptist, Catholic, Alternative/Non-Denominational, Jewish, Muslim, Lutheran) as well as outreach activities to local nursing homes, sending care packages to college students, Christmas caroling within the community, hunger walks and assisting with events for Sunday School. This two-year format engages 8<sup>th</sup> and 9<sup>th</sup> grade.

**1-year program:** In our transition year (2021) we will be offering a one-year confirmation program focusing more on the big question that individuals struggle with as they grow in their faith (Who is God? Does it really matter if I go to church? What do I believe/value? etc.) while also incorporating church policy/history, faith in action activities and a basic skeleton outline for the Bible. This will be offered to 7, 8 and 9<sup>th</sup> grades to prevent “changing programs” with the change of pastors. The curriculum is again developed by individual teachers with a mix of previously utilized practices and a heavy focus on conversations and discussions.

Describe how your congregation is organized for ministry and mission.

*Our Consistory consists of 12 members. They meet monthly or as needed in emergency situations (approximately 3 hours a month). Meeting minutes are posted in the church library. Summary of actions are communicated through our monthly newsletter and Sunday bulletins.*

*Our ministry teams meet as needed.*

*Church Staff including, Pastor, paid staff, Consistory president and the Buildings and Grounds chairman meet monthly for 1-2 hours.*

*Any emergency issue can be handled quickly as most individuals who would be involved, live within 15 miles of church.*

*The minister is expected to have knowledge of Ministry team activities and offer guidance as needed.*

*Our most current Annual Report and Constitution can be found on our home page at [www.stpetersucckiel.com](http://www.stpetersucckiel.com) om The Annual Report is on the home page and the Constitution is on the Member Info page.*

# 3b. 11-YEAR REPORT



*God is still speaking.*  
**UNITED CHURCH OF CHRIST**

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

Church#:	861320	Schedule:	0	Saint Peter's UCC	Kiel	WI	53042		
Assoc:	824								
YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2010	1012	300	156	0	0	0	0	0	0
2011	821	225	112	3	0	13	108	0	-92
2012	721	200	104	4	0	4	61	47	-100
2013	596	200	106	8	0	8	22	119	-125
2014	598	130	73	11	0	11	11	11	0
2015	569	160	88	9	0	3	21	20	-29
2016	563	160	45	10	0	2	18	0	-6
2017	519	125	103	6	0	18	31	37	-44
2018	510	125	107	4	0	1	14	0	-9
2019	452	98	36	1	0	1	18	42	-58
2020	433	58	COVID	5	0	0	12	0	-7

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPPLY CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2010	\$278,050	\$0	\$16,757	\$4,194	\$20,951	\$0	\$20,951	6.03	\$299,001	\$0
2011	\$185,553	\$0	\$19,307	\$2,881	\$22,188	\$0	\$22,188	10.41	\$207,741	\$214,850
2012	\$185,553	\$0	\$18,908	\$1,775	\$20,683	\$13,250	\$33,933	10.19	\$219,486	\$221,906
2013	\$197,093	\$0	\$28,000	\$3,378	\$31,378	\$19,468	\$50,846	14.21	\$247,939	\$216,091
2014	\$199,137	\$105,654	\$17,800	\$2,699	\$20,499	\$46,729	\$67,228	8.94	\$372,019	\$218,683
2015	\$247,499	\$7,635	\$20,819	\$1,107	\$21,926	\$0	\$21,926	8.41	\$277,060	\$314,318
2016	\$169,972	\$0	\$18,361	\$22,965	\$41,326	\$33,618	\$74,944	10.80	\$244,916	\$194,956
2017	\$192,048	\$0	\$22,000	\$3,429	\$25,429	\$69,148	\$94,577	11.46	\$286,625	\$185,222
2018	\$194,085	\$0	\$20,400	\$1,455	\$21,855	\$0	\$21,855	10.51	\$215,940	\$0
2019	\$192,868	\$0	\$20,760	\$1,905	\$22,665	\$0	\$22,665	10.76	\$215,533	\$183,463
2020	\$179,095	\$0	\$24,000	\$310	\$24,310	\$10,050	\$34,360	13.40	\$213,455	\$163,631

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	TOTAL CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2015-2020	-23.90	-63.75	-65.91	-58.33	-70.73	-27.64	10.87	-22.96
2010-2020	-57.21	-80.67	-80.77	0.00	0.00	-35.59	16.03	-28.61

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



**St. Peter's UCC Historical Church Finances  
Profile Financial History 10-26-2021**

	2020	2019	Note A 2015	2011
Income				
Member contributions	\$ 168,161	\$ 166,033	\$ 177,459	\$ 159,473
Principal reduction (endowments or investments)	\$ -	\$ -	\$ -	\$ 3,269
Cherry Tree	\$ -	\$ 9,064	\$ -	\$ -
Special Fundraising	\$ -	\$ -	\$ 30,808	\$ 67,566
Contributions for Capital purchases	\$ -	\$ 8,365	\$ -	\$ -
Interest and Other Income	\$ 2,284	\$ 5,703	\$ 1,846	\$ 1,192
Government PPP money	\$ 24,800	\$ -	\$ -	\$ -
<b>Subtotal</b>	<b>\$ 195,245</b>	<b>\$ 189,165</b>	<b>\$ 210,113</b>	<b>\$ 231,500</b>
Benevolent Offerings	\$ 27,624	\$ 41,049	\$ 44,611	\$ 53,442
Value of In Kind Rent on Ray's of Hope	\$ 7,200	\$ 7,200	\$ 7,200	\$ 7,200
Transfer from Reserves	\$ 13,000	\$ -	\$ -	\$ -
<b>Subtotal</b>	<b>\$ 47,824</b>	<b>\$ 48,249</b>	<b>\$ 51,811</b>	<b>\$ 60,642</b>
<b>Total Receipts</b>	<b>\$ 243,069</b>	<b>\$ 237,414</b>	<b>\$ 261,924</b>	<b>\$ 292,142</b>
Operating expenses	\$ 46,334	\$ 55,904	\$ 53,247	\$ 65,355
Staff Salaires and related benefits/taxes	\$ 132,761	\$ 128,827	\$ 117,262	\$ 120,198
Subtotal	\$ 179,095	\$ 184,731	\$ 170,509	\$ 185,553
Annual Capital Improvements	\$ -	\$ 8,136	\$ 16,927	\$ 59,188
Other Debt	\$ -	\$ -	\$ 2,885	\$ -
<b>Total Operating expenses</b>	<b>\$ 179,095</b>	<b>\$ 192,867</b>	<b>\$ 190,321</b>	<b>\$ 244,741</b>
Benevolent Support				
OCWM support	\$ 20,760	\$ 20,760	\$ 20,819	\$ 19,306
Our Churhes Wider Mission Support	\$ 3,550	\$ 10,836	\$ 9,238	\$ 15,583
Other Benevolent Gifts	\$ 12,977	\$ 14,654	\$ 14,841	\$ 17,368
In Kind Gift of Pantry Building	\$ 7,200	\$ 7,200	\$ 7,200	\$ 7,200
Trandfer to General fund	\$ -	\$ 6,385	\$ -	\$ -
<b>Total Benevolent Disbursements</b>	<b>\$ 44,487</b>	<b>\$ 59,835</b>	<b>\$ 52,098</b>	<b>\$ 59,457</b>
<b>Total Expenditures</b>	<b>\$ 223,582</b>	<b>\$ 252,702</b>	<b>\$ 242,419</b>	<b>\$ 304,198</b>

**Note A** Pastor trasion year, had interim for 6 month of 2015 into 2016

### 3c. CONGREGATIONAL DEMOGRAPHICS

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Describe those who **PARTICIPATE** in your church.

		<i>Is this number an estimate?</i>
Number of active members:	250-275	Yes
Number of active non-members:	Adults 15-25 Kids 25-45	Yes
Total of church participants (sum of the numbers above):	290-345	Yes

Percentage of total **PARTICIPANTS** who have been in the church:

		<i>Is this number an estimate?</i>
More than 10 years:	70%	Yes
Less than 10, more than 5 years:	20%	Yes
Less than 5 years:	10%	Yes

Number of **TOTAL** members and children by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate?</i>
100	99	30	47	51	32	75	81	71	No

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	N/A	
Households with minors:		
Single adults age 35-65:		
Joint households with no minors:		
Single adults over 65:		

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	N/A	
College:		
Graduate School:		
Specialty Training:		
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	N/A	
Adults who are retired:		
Adults who are not fully employed:		

Describe the range of occupations of working adults in the congregation:

*Not relevant*

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up. Most UCC congregations tend to describe themselves as “diverse.” Yet, the vast majority of UCC congregations are mono-cultural. What does diversity mean in your context?

*Not relevant*

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one on the near future (perhaps using, for example, the Welcoming Diversity Inventory)?

Please note the date. Comment after the exercise:

*We have had various Open-N-Affirming conversations including a membership survey two years ago. Conversations stalled because of COVID. See bottom of page 9*

### **3d. PARTICIPATION AND STAFFING**

---

Complete the following chart. Please leave blank any fields that are not applicable to your congregation.

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings?
Adult Groups or Classes	15 8	2 Women's Groups-their leadership Buildings & Grounds-team leader
Baptisms ( <i>number last year</i> )	3	Pastor (8 since interim Pastor arrived)
Children's Groups or Classes	40-50 5-11	Christian Education Team Confirmation - Pastor
Christmas Eve and Easter Worship	400	Pastor & Music /Staff
Church-wide Meals	N/A	
Choirs and Music Groups	25-30 12	Adult Choir – Music Director Handbell Choir – Music Director
Church-based Bible Study	14	Pastor
Communion ( <i>served how often?</i> )		Served monthly & on some holidays
Community Meals – Food Pantry	40-50	This is separate entity, but bulk of volunteers are from our church.
Confirmation ( <i>number confirmed last year</i> )	5	Pastor – 11 students in 2021-22 class
Drama or Dance Program	N/A	
Funerals ( <i>number last year</i> )	8	Pastor & Family
Intergenerational Groups	N/A	
Outdoor Worship	40-50	Coincides with Kiel Community Picnic
Prayer or Meditation Groups	None	
Public Advocacy Work	None	
Retreats	None	
Theology or Bible Programs in the Community	None	



Weddings ( <i>number last year</i> )	1	2019 – 2; 2018 – 7 2020 - only one possibly due to COVID.
Worship (time slot: 7:30 am)	22 (2019)	
Worship (time slot: 9:30 am)	80 (2019)	Only one service at 9 am during 2021 with interim pastor. Average attendance is about 130-150.
Young Adult Groups or Classes	None	
Youth Groups or Classes	None	

**Additional comments:**

*Five 5 years ago, we had a Thursday evening service and 7:30 and 10:00 am Sunday Worship services with Sunday School in between services. Thursday services were dropped due to conflict with pastor’s schedule. Now with an interim Pastor, we only have 1 Sunday worship service at 9 am with Sunday School at the same time. Children are in church for first 15 minutes.*

*Expectation would be to hold at least two worship services.*

List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current United Church of Christ Three-Way Covenants (i.e., serving in a congregation) or Four-Way Covenants (i.e., serving in a ministry beyond a congregation).

*We’ve previously had 3 Licensed Lay Pastors who were members of our congregation. Two are now deceased and one became an ordained pastor serving a church in Milwaukee. Our congregation has supported the cost of some of the education for them.*

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)

If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation:

*None*

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staff person serves as head of staff. **“From 2021 Budget”**

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Co-Directors of Music		\$6,000 PT	Collaborate with Pastor	25 years
Co-Office Administrators		\$17,000 PT	Pastor	6 years
Financial Secretaries		\$1,800 PT	Treasurer	1 year/20 years
Treasurer		Volunteer	Consistory	3 years
Organists/Accompanists		\$7,000 PT	Music directors	Varied terms of service.
Chairman Buildings & Grounds		Volunteer	Consistory	25 years
Communications Director		\$5,000	Consistory	10 years
Custodian		\$1,600 & volunteers	Consistory	10 years
Benevolent Secretary		Volunteer	Consistory	2 years

## REFLECTION

Reflection: After reviewing the congregational demographics and activities above, what does this information reflect about your congregation’s overall ministry?

*We believe we have a strong core of loyal, faithful, and active members. We have a strong basis of meaningful worship with good music and growing attendance. We have a renewed focus on children’s activities. We have a strong commitment to benevolent activities through monetary contributions and physical involvement.*

### 3e. CHURCH FINANCES

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Current annual income (dollars used during most recent fiscal year) (2020)

Source	Amount
Annual Offerings and Giving for operations (see page 17)	\$170,445.00
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	None for operating costs
Endowment Draw ( <i>beyond what is permitted by spending policy, "drawing down the principal"</i> )	N/A
Fundraising Events in 2019 "Picnic in the Park" \$1,410.22, "Cherry Tree" \$9064.20, "Oktoberfest" \$2,424.00, "Cookie Walk" \$1152.50 No events in 2020 due to COVID	
Gifts Designated for a Specific Purpose	None
Grants – 2020 PPP COVID Debt forgiveness	\$24,800
Rentals of Church Building	N/A
Rentals of Church Parsonage	N/A
Support from Related Organizations ( <i>e.g. Women's Group</i> )	N/A
Transfers from Special Accounts	N/A
Other (specify):	
Other (specify):	
<b>TOTAL</b>	<b>\$195,255.00</b>

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

*Check out our website at [www.stpetersucckiel.com](http://www.stpetersucckiel.com). Our most current annual report is on the home page. Operating expenses are on pages 9 & 10 and Benevolent contributions are on pages 24 & 25.*

Considering total budgeted expenses for the year, compare total settled ministerial support.

What is the percentage?

*43.9% of operating budget. Our operating budget does not include benevolent giving.*

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

***NO. Pastor was paid throughout COVID suspension and virtual services.***

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 – No collection due to COVID

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage?

*Members individually determine their benevolent allocation in envelopes. Benevolent team has a budget which recognizes recommended giving from conference for OCWM.*

What is the church’s current indebtedness?

Total amount of loan debt: *None*

Reason for debt:

Are capital and other payments current?

If a building program is projected or underway, describe it, including the projected start/end date of the building project and the total project budget.

*See comment on Courtyard project in chart on next page*

If the church has had capital campaigns in the last ten years, describe:

Year(s)	Purpose	Goal	Result	Impact
2013-2016	“Raise the Roof Fund” Replace existing roof shingles and building maintenance	\$100,000	\$124,706	Updated quality of roof, other building upgrades.
2016-2017	“Good Shepherd Fund” Increase support of foundational ministries and transition to a new pastor	\$30,000	\$30,000	Increased on-going financial strength to sustain that call of a new pastor. Some funds raised still remain on hand.



If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
2021-2022	<p>“Courtyard Project”                      Improve usability of outdoor courtyard.                      Celebrate our experiences at St. Peter’s with personalized engraved pavers.</p>	\$30,000	In progress (approximately \$10,000 to date).	Facility enhancement, opportunity for fellowship, commemorate life at St. Peter’s

Describe the prominent mission component(s) involved in the most recent (or current) capital campaign. *None*

Does your church have an endowment? *Yes*

What is the market value of the assets? *\$176,639.60 as of June 30, 2021*

Are funds drawn as needed, regularly, or under certain circumstances?  
*Rarely, only as needed to cover major/unusual repairs.*

What is the percentage rate of draw (last year, compared to 5 years ago)?  
*None – No planned draws currently.*

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years:  
*None for operating. The last draw was for Tower Clock repair.*

At the current rate of draw, how long might the endowment last? *N/A*

Please comment on the above calculations or estimates: *N/A*

Other Assets

*Reserves (savings): \$236,375 as of December 31, 2020 – Money Markets & CD’s*

Investments (other than endowment): *None*

Does your church have a parsonage? *No*

Fair market rental value of the parsonage:

How is the parsonage used?

Street / City / State / Zip:

Finished square footage:

Number of Bedrooms, Number of Bathrooms:

Assessed real estate value:

Available for minister residence: Y/N

Expected minister residence: Y/N

Condition of structure, systems, and appliances

Entity in the church responsible for review and needed repairs

Describe all buildings owned by the church:

*Ray's of Hope – value \$150,000 approximately 1,500 sq. ft. auxiliary building, formerly retail business which now houses the Kiel Area Community Food Pantry, Inc. St. Peter's provides to this ecumenical entity, rent free with utilities included, as Community Outreach.*

Describe non-owned buildings or space used or rented by the church: *None*

Which spaces are accessible to wheelchairs?

*All but the Pulpit, which has two steps with a handrail to reach the pulpit. A ramp is available to the pulpit when needed. All other spaces available by elevator.*

Reflection: After reviewing the church's finances and assets described above, what does this information reflect about your congregation's mission and ministry?

- 1. Regular member contributions to church are designated to either General funds or Benevolent funds.*
- 2. Historically, pre-COVID giving to Benevolence has ranged between 18.6% and 21% of total giving, average 20.1% 2015-2019. 2020 was 13.9% (COVID influenced). This level of Benevolent giving has sometimes created challenges in cash flowing general expenses, during the year, but we normally "Catch Up" in December. We typically utilize reserves during the early part of the year to meet cash flow needs.*
- 3. We had recently funded a Lay Minister of Faith Formation position until that individual moved from the community in December 2020. That individual was very active in Christian Education and Senior Outreach activities. The budget for this position was eliminated for 2021.*

- 4. We have also added a paid Communications Director to enhance our use of technology in Church and streaming of live church services and YouTube recordings.*

### **3f. HISTORICAL INFORMATION**

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Name one to three significant happenings in the history of your church that have shaped the identity of your congregation. Add the most important event in the life of your church in the past 10 years.

Describe a specific change your church has managed in the recent past.

*St. Peter's United Church of Christ enjoyed a loving relationship with Pastor Raymond Coombs for a period of nearly 20 years, until his untimely death in 2005. At that time, he was supported in ministry by an associate pastor of Life and Involvement, Rev. Judine Duerwaechter, who had been called as a second pastor prior to his death.*

*During the ensuing search and interim, several things occurred that set the stage for a time of conflict in the life of St. Peter's Church.*

*The congregation retained an interim pastor who did not complete the process with the church. She departed her role prior to the hiring of a new settled pastor.*

*Members of the search committee differed on how the dual pastoral roles would be handled moving forward.*

*Some believed that the newly called pastor, Rev. David Mercer, would be the "senior" pastor, while others maintained that the two pastors would be considered equal in stature. This was not properly resolved within the search committee or the congregation, leading to a conflict that was heightened by financial issues. Money fears in the wake of trying to support two pastors were also impacted by outside forces, as a nation faced a severe financial crisis during the recession of 2008, forcing many people out of jobs. The impact on the church was a budget squeeze that heightened the conflict. A significant difference in compensation between a male and female pastor also forced the church leadership to consider how to bring the compensation into a gender equitable situation to promote fairness.*

*During the church conflict, Rev. Mercer asked to be considered for a severance package, that he might leave and pursue his ministries elsewhere. He was granted a six-month severance package. People supporting Rev. Mercer perceived this as a move to remove him from his role, but it was a decision which he entered for the good of his ministry, and for the opportunity for St. Peter's to move forward from its impasse.*

*The pressure did not come from church leadership or performance, rather from the circumstances of congregational division and financial challenges.*

*Rev. Duerwaechter was elevated to the position of sole pastor following his departure and continued her ministry with St. Peter's until her resignation for health reasons in 2015.*

*Our church continues to heal from this divisive time.*

*Rev. Ross was hired in September 2016 as a new settled pastor. Rev. Ross had an excellent religious history background but his sermons incorporating this knowledge were hard to relate to. Rev. Ross had a very liberal political view and rigid dialectic style which resulted in many hurt feelings. He was also very unyielding in his time commitment to our church. All of this began to cause a slow departure of members of the church. With a decrease in membership comes a decrease in financial support for the church. Rev. Ross also had trouble warming up to church members and becoming a member of our church community. All these factors led to his unsolicited resignation in January 2021.*

Every church has conflict, some minor, some larger. “Where two or three are gathered, there will be disagreement...” Describe your congregation’s values and practices when it comes to conflict.

*We do have a Human Resource team who reviews all employees annually. We also have a pastoral relations team who does meet with the pastor as issues arise.*

Ministerial History (include all previous ministerial staff for the past 30 years)

Staff member’s name	Years of service	UCC Standing (Y/N)
Rev. Dr. Christopher Ross	4 ½ years	Yes
Rev. Judine Duerwaechter	11 ½ years	Yes
Rev. David Mercer	3 ½ years	Yes
Rev. Ray Coombs	16 years	Yes

Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership:

*An open and honest dialogue on pastors’ performance is a good practice which we intend to continue. We will work harder to help this pastor better engage with our church members. We want to love our pastor and be loved in return.*

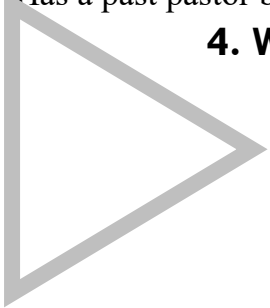
Has any past leader left under pressure or by involuntary termination?

*No. See historical information on page 27.*

Has your church been involved in a Situational Support Consultation?

Yes, with Rev. Mercer during his departure.

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



#### 4. WHO IS OUR NEIGHBOR?

“You shall love your neighbor as yourself.” (Matthew 22:39 NRSV)

- a. COMMUNITY VISION
- b. MISSION InSite

#### 4a. COMMUNITY VISION

---

How do the relationships and activities of your congregation extend outward in service and advocacy?

*See page 10 – Hope House and the Haven of Manitowoc County. Also, the Food Pantry of Kiel. See additional answers below.*

Describe your congregation’s participation in meetings, relationships and activities connecting the wider United Church of Christ (association / conference / national setting).

*A member of our church serves on the Association Ethics Committee. We typically send delegates to Association and Conference meetings. Rarely do we participate at National events.*

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. (Find more information as desired at [ucc.org](http://ucc.org).)

Check any statements below that apply to your UCC faith community.

- |  |  |
|--|--|
| <input type="checkbox"/> Accessible to All (A2A)           | <input type="checkbox"/> Just Peace                            |
| <input type="checkbox"/> Creation Justice                  | <input type="checkbox"/> Global Mission Church                 |
| <input type="checkbox"/> Economic Justice                  | <input type="checkbox"/> Open and Affirming (ONA)              |
| <input type="checkbox"/> Faithful and Welcoming            | <input type="checkbox"/> WISE Congregation for Mental Health   |
| <input type="checkbox"/> God Is Still Speaking (GISS)      | <input type="checkbox"/> Other UCC designations:               |
| <input type="checkbox"/> Border and Immigrant Justice      | <input type="checkbox"/> Designations from other denominations |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I’M) | <input checked="" type="checkbox"/> None                       |

Reflect on what the above statement(s) mean(s) to your community. Is your congregation interested in working toward any of the above statements of witness in the near future?

*We focus on having an impact we can see by helping those at the local level. We financially support a more global outreach through OCWM and periodic appeals for*

*disaster relief. Other present outreach includes homemade quilts for Afghan refugees at Fort McCoy, WI and 16 disaster relief buckets from our church and other area churches for Church World Service. We also participated in an American Cancer Walk at Elkhart Lake's Road America.*

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

*We have participated in joint ecumenical services for Thanksgiving, Good Friday, and Worship in the Park.*

*Also, other community-wide fund-raising events.*

If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities? Think of the range of activities from time spent gathering, to governance, to time spent going out.

*We spent significant hours in a wide range of community outreach activities.*

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

*The expectation is that our new settled Pastor's role will include;*

- *Planning and leading meaningful Worship, relatable to our daily lives.*
- *Nurturing and growing our educational programs for children, youth, and adults.*
- *Provide pastoral care leadership for our membership, with focus on those elderly, shut-ins and families in need of care. Various members are willing to partner in this activity.*
- *Assist our member leadership to maintain and grow our local community outreach where appropriate. We would welcome additional outreach opportunities with appropriate leadership from our pastor after personal discernment of his/time and priorities.*

#### **4b. MISSION InSite**

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Comment on your congregation's Mission Insite report with data for your neighborhood(s) or area. What trends and opportunities are shown?

*We haven't been exposed to Mission Insite, so we can't comment on our community demographic. We are a church that has a strong commitment to outreach within our community and we're open to learning more about other needs within our community that we aren't aware of yet.*



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

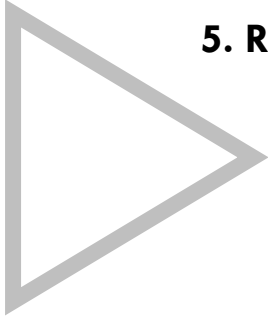
How are the demographics of the community currently shaping ministry, or not?

What do you hear when you talk to community leaders and ask them what your church is known for?

- *Generosity of our church with the Senior Center Transportation and Food Pantry.*
- *The Bell Tower Clock is a landmark staple in our community.*
- *Carillon System (music) is well known and well liked.*

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

*The worship leadership, the friendliness of the congregation and the feeling of being welcomed and part of the church.*



## 5. REFERENCES

Name up to three people who have agreed to serve as phone and written references. Advise the three references: “The contact information you provide may be shared publicly. Please use contact information that you feel comfortable giving to candidates so they can reach you with their questions.”

Make sure they are not members of your church but are persons who know your church well enough to be helpful to candidates seeking more information. Request a letter from each reference in answer to the four prompts below. Attach the letters (up to three) as desired.

### REFERENCE 1

Dr. Fredrick Trost / Former Interim Pastor at St. Peter’s UCC, June 2015 to August 2016,  
President and Conference Minister (Retired)  
(920) 287-3750 / fredricktrost@gmail.com

### REFERENCE 2

Rev. Judine Duerwaechter / Former Pastor  
(920) 286-2133 / judineann@gmail.com

### REFERENCE 3

Rev. Dan Krueger / Our former Licensed Lay Pastor, now ordained & the Settled Pastor at  
Trinity UCC, Brookfield, WI  
(920) 946-3351 / djkwindchill.com

### REFERENCE 4

Rev. James McKenzie / Current Interim Pastor  
(414) 405-6666 / jmckenzie@wi.rr.com

## REFERENCE 1

I have been asked to comment on the life and witness of St. Peter's United Church of Christ in Kiel, Wisconsin. It was a joy and privilege to serve this congregation as an "interim minister" several years ago. I was welcomed warmly and supported beautifully during the months of my ministry there. It is said that a Christian community should live its life open to receiving "light from heaven above" while keeping its sight and ministry centered on the presence of Christ in the world around it. This was my experience at St. Peter's. Sunday morning worship was at the heart of our life together. The congregation understood that liturgy is more than an event celebrated once a week. It is something that takes place in a variety of ways throughout the days that follow as the community seeks to live out the truth of its many confessions. The congregation has been known for many years for its outstanding "ministry of music". St. Peter's was a place where one could truly hear "the songs the angels sing" by observing the life and witness of the members of the congregation. They cared for one another. Their food pantry, established by the church, was a ministry that made an impact on the city of Kiel and the surrounding towns. People knew that here was a place "where one could find bread" both in a literal and figurative sense. The people knew something about "the Bread of Life" who is at the heart of a Christian community. I remember especially, the warm welcome the church extended to people who visited on Sundays and at other times. They cared for one another as well, paying special attention to shut-in members through regular visitation, not alone by the pastor, but by members of the church who stepped forward to engage in this ministry. In looking back, I think of St. Peter's as a community in which, as St. Jerome observed, "the lips, the heart, and the hands agree." An ordained minister, who understands his or her vocation as a servant of the Word, will find a warm welcome and firm support in this congregation.

Frederick R. Trost  
President and Conference Minister (retired)  
Wisconsin Conference of the UCC

October 18, 2021

A handwritten signature in cursive script, reading "Frederick R. Trost". The signature is written in dark ink and is positioned below the typed name and title.

## REFERENCE 2

Profile Reference for St. Peter's UCC 2021

To Whom It May Concern,

It is my honor to express the core values and opportunities I believe St. Peter's UCC possesses as disciples of Christ.

Full disclosure, I served St. Peter's as a pastor from 2004 to 2015. During my tenure with the church, we journeyed through significant transitions. I was called in 2004 as a co-pastor and the first female pastor to serve this church. A year later we experienced the death of their tenured and beloved pastor, who died while serving St. Peter's. Inevitably, we experienced the ambiguous effects of grief for many months and even years following.

The hiring of another pastor occurred in January 2007, which was probably too soon. Eventually that pastor proved to be a difficult match for the membership's needs and departed within three years. At that point, together we agreed to commit to an intentional healing process with the support of the conference and specialized consultants; and most importantly, we committed to becoming a Christ-centered church. We used research, book study, bible study, listening sessions, worship, and leadership to discover anew Who we are and Whose we are in Christ. Slowly St. Peter's began to heal and learned to practice gratitude. We discovered the ways to honor the church's tradition as well as be open to the invitation of the Spirit's leadership.

I saw St. Peter's become joyful as they called one another to journey in faith courageously to the needs of the community and the world. There were profound lessons for them in this regard. We lifted off of our own suffering and focused on others. Obviously, some members departed, not to return. Some members did return. Overall, there would be a new identity stirring within St. Peter's. They were celebrating serving others. Also within this time frame the church had nurtured and called three different Licensed Lay Pastors: Kristine, Dan, and Mike. The church helped fund these lay pastors' as they journeyed through the renowned conference program, Lay Academy. St. Peter's supported the efforts of Kris, Dan, and Mike as they shared with me in witnessing teaching, education, prayer and worship for St. Peter's and the community.

In 2015 I reluctantly resigned from my ministry for health reasons after a significant death in my family due to suicide. Through no fault of their own St. Peter's experienced the reopening of a tender wound, grief. At my request, the conference's retired Conference Minister agreed to serve as Interim pastor. St. Peter's had deep roots with him and felt a great fondness. I felt this was the balm they needed as they faced yet another painful transition. The Interim pastor had the support of two of St. Peter's Licensed Lay pastors, Dan and Mike, as Kristine had passed away in 2012 during her ministry leaving a deep sadness as well.

In 2017 the church hired a settled pastor who recently resigned in spring of 2021. Upon his hiring, the first Licensed Lay pastor, Dan, departed and fulfilled a call to complete seminary. Just prior to their pastor's resignation in spring, the third Licensed Lay pastor, Mike, resigned, moved away, and recently died. Mike was a giant of a person in the community and within St. Peter's ministry. There remains a deep and raw sadness.

With all this loss, I believe St. Peter's could easily feel defeated and possibly even unloved. Yet, they remember 157 years of God's love and faithfulness in their presence. They can witness to an exceptional music program with extraordinary musicians and leadership. They can witness to a strong presence in the community through their local food pantry; their significant financial support of multiple organizations; their creative support for community needs through traditional church activities and programs; their sharing of their beautiful sanctuary and other spaces in the building; and they can witness to their intentional prayer life and ongoing spiritual growth. Their mission statement is "We are LOVE, Challenged by Christ, To Serve ALL." This church knows their challenges. This church has been hurt, and through it all they know how to serve. They need only to be inspired and reminded they ARE LOVED and they ARE LOVE.

It is such an honor to have served St. Peter's. They are beloved to me. Our ministries together have been the best part of my career and calling to serve Christ. I continue to support St. Peter's in my prayers and thank God for bringing this church into my life. Please contact me with any further discussions wanted.

Sincerely,

Rev. Judine Duerwaechter

## REFERENCE 3

Greetings!

I was asked to write about St. Peters UCC, a Faith Community located in the heart of Kiel, WI and I am honored to do so.

This is a community that I was raised in from grade school to graduation from High School and came back to when I began raising my children. This is a place I will always call home! This is a place that showed me what ministry was all about and was the growing space for my own faith journey to ordained ministry in the UCC. This is a place where families across the area recognize the need for connections and care with a strong grounding in a love of being together and helping others.

As most churches within smaller communities, St Peters is part of the center for families to find their place in the service of each other. Their willingness to contribute to not only their own dreams, but to the dreams of all within and without the community is evident and consistent. Involvements are plentiful and many of the members of St. Peters have been within the fabric of all factions of the Kiel community.

This history of love is strong and long including the embracing of pastoral leaders. I was welcomed as a Licensed Lay Pastor for several years and was shown support and encouragement in my budding call to ministry. I was not the only one to experience this nurturing environment and served alongside others who knew that this community was looking to the future to see where we would all be led next. I am forever grateful for this. St. Peters UCC is not without challenges. As most churches, there will always be times of conflict or wondering if the paths taken are the right ones, but the true spirit of St. Peters lies within the people who care deeply for each other and their love for God. The truth of what will be the future of St. Peters is to find a leader that loves them as much as they will love their next Pastor. St. Peter's responds to this love within their activities and their worship. During the time I was a member and leader, the grace shown for new ideas and new initiatives was met with good discernment and the bravery to try.

Some of St. Peters strong suits are the music ministry, the love of being together, the reach to those who are homebound, in nursing homes and a beautiful space in which to learn and grow together in faith.

Their next leader will find a welcoming community needing for the Pastor to get to know them in all aspects of the community. The more all are heard, the more the response is genuine and true.

This is a place and people that can do great things and will respond to their mission statement of; "We Are Love, Challenged by Christ", To Serve ALL!

In sincere gratitude and love,  
Rev. Daniel Krueger

## REFERENCE 4

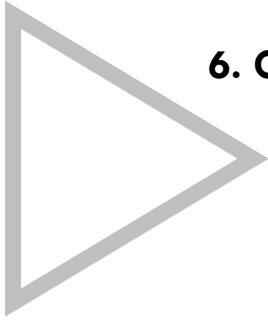
Dear Fellow Clergy:

I'd like to give you a collegial perspective on St. Peter's United Church of Christ. Mine is a personal reflection on a church opportunity that I believe is both a unique chance for a satisfying career move as well as an excellent opportunity to live in the best of small town America, a short distance from larger population centers. St. Peter's has undergone some very trying times with fellow clergy that has resulted in significant change over the past dozen years or so. They have moved from a church of over 1400 to one of closer to 400. Given the faith and dedication of a core group of members, they have bottomed out and in the last year are now experiencing a new and exciting resurgence. Individuals, couples and families are returning to the pews, finances are stable, Confirmation and Children's program numbers are extremely strong, worship has returned to nearly 80% capacity and there is an excitement once again for spiritual growth and community. I say this to you, as my fellow clergy, to call your attention to a wonderful opportunity.

In terms of the professional duties of this pastoral office, it is supported by numerous talented individuals from office support, music leadership, technology assistance, a strong and collegial consistory and other willing volunteers. As a minister, I have found the church membership to be extremely considerate, willing to assist and support any and all new ideas I have had. It is a church that allows free expression of my creative side and embraces this with fresh and open hearts. The facility is extremely well maintained, clean and user-friendly. There is a Building and Grounds Committee that takes great pride in the way this church is maintained. They also have updated certain areas and built out additions at significant cost. As a minister, I would say that the building offers me every opportunity to explore various options for meetings and other gatherings. They have a separate building on the premises that is the local food pantry. It is a tremendous resource in the community and supported not only by our committed members but also staffed by an ecumenical group of volunteers from other churches.

Kiel is a well-kept secret of 3,800. I had never heard of the town although I lived an hour away. It is in the heart of dairy farming and cheese production. People are friendly, hard-working, well grounded, respectful, and kind. It really is the best of small-town Americana, complete with an annual town picnic where the Catholic ladies bake the annual pies, the Community band marches through the middle of the festivities over to the carousel where they ride the horses going up and down while playing a John Philip Sousa march, and the children run free. There is so much that is offered that I have regularly been left scratching my head as to how they can do all of this. The answer, I've found, is that there is great pride in the community and a strong sense of ownership. It is a fun place to live with good schools, a good moral compass, and the church at the center. St. Peter's is more than just one other church. It has been around for so long, that is entrenched in the fabric of this community and serves as an important spiritual resource. In closing, let me say that I wish you well in your search. St. Peter's UCC certainly would be worth your time to explore as a great opportunity for pastoral leadership and a very satisfying place to live. As a fellow clergy, I recommend this church for your consideration.

Rev. James M. McKenzie, Interim Minister



## **6. CLOSING THOUGHTS**

- a. CLOSING PRAYER
- b. STATEMENT OF CONSENT
- c. CONFERENCE/ASSOCIATION VALIDATION

### **6a. CLOSING PRAYER**

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**In Christ we are challenged  
To Love and serve all.  
Guide us Dear Savior  
To follow your call...**

**Grant us hope.  
Deepen our faith.  
Bestow upon us  
Wisdom and Grace...**

**Your love for us  
Is steadfast and true.  
We praise you Lord  
For all you do...**

**In Christ we are challenged.  
In faith we stand tall.  
Firm in Christian Love,  
To answer Christ's call.**

This is a poem written by one of our members. With a prayer in our hearts, we hope you'll be like a shepherd leading our flock to answer God's call.



## 6b. STATEMENT OF CONSENT

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The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this profile that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates.

As the committee charged with the responsibility for identifying and recommending suitable new minister for our church, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and opinions about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile?

*13 SEARCH COMMITTEE MEMBERS*

Signed:



Randall K. Olm  
Chairman of the Search Committee  
11/18/2021

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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The congregation is currently in good standing with the association / conference named.

Staff Comment:

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

Staff Comment:

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

Staff Comment:

My signature below attests to the above three items.



Signature:

Name/Title: Rev. Jane B. Anderson/Associate Conference Minister

Email: janderson@wcucc.org

Phone: 920-540-2586

Date: November 24, 2021

**UNITED CHURCH  
OF CHRIST**



This document is created through support to Our Church’s Wider Mission (OCWM) and is only possible through the covenantal relationships of all settings of the United Church of Christ.

*“Jesus answered them, ‘Have faith in God!’” – Mark 11:22*