

Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

INTRODUCING THE NEW LOCAL CHURCH PROFILE

Who
are
we

Who
is our
neighbor

Who is
God
calling us
to become

?

The new Local Church Profile is not just for congregations in search of a pastor. *All* congregations are encouraged to engage in its process of discovery every 3-5 years. The UCC Local Church Profile reflects valuable data, assesses ministry, clarifies change, and helps advance the calling of the congregation. Not just to be completed by a search committee – the more participation, the better!

MINISTERIAL EXCELLENCE,
SUPPORT & AUTHORIZATION

**UNITED CHURCH
OF CHRIST**



UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

First Congregational United Church of Christ
Watertown, South Dakota

Minister

Prairie Lakes Association
South Dakota Conference

April 17th, 2020

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.

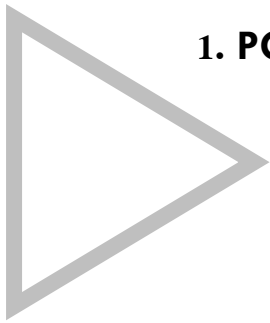
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – **WHO ARE WE NOW**, **WHO IS OUR NEIGHBOR**, and **WHO IS GOD CALLING US TO BECOME** – are meant to be updated every 3-5 years. 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

Church name: FIRST CONGREGATIONAL UNITED CHURCH OF CHRIST

Street address: 121 1ST AVE SE / PO BOX 111

Supplemental web links:

<https://www.uccwatertown.com/>

<https://www.facebook.com/firstcongregationalwatertown/?fref=ts>

Additional ecumenical affiliations:

Watertown Ministerial Association

South Dakota Conference

Prairie Lakes Association

UCC Conference or Association Staff Contact Person

Name: REVEREND SAMANTHA HOUSER

Title: ASSOCIATE CONFERENCE MINISTER

Phone: 605-301-0418

Email: samantha@ucctcm.org

Summary Ministry Description:

In a short paragraph, reflect on where your church is going and what it might look like when you get there. What do you need to get there? Who are you seeking to join you on this part of your church's faith journey?

“No matter who you are, no matter where you are on life's journey, you are welcome here!” UCC Watertown is rejuvenating itself and has grown our progressive Christian presence in the Watertown community. We officially became an open and affirming

church in August, 2019. We would like to have someone who will grow with us, inspire us, and work alongside us as we turn our new beginnings into new realities.

Photographs:





What we value about living in our area (2 – 3 sentences): **We value community, safety, easy access to amenities, outdoor sporting and access to nature, community pride, ability to get anywhere from here, and the hardworking and honest culture. Accessibility to arts without hassle is also valued.**

Current size of membership: **253 and average attendance of 60 in 2019**

Languages used in ministry (*other than English*): **N/A**

Position Title: **Reverend / Minister**

Position Duration (*choose one, delete the other options listed*): **Settled – a called position intended for longer-term ministry in which the minister moves church membership to the congregation and moves standing to related association.**

Compensation Level (*choose one, delete the other options listed*): **Full Time**

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

1b. SCOPE OF WORK

Full time Pastoral Position (average 40-50 hours weekly)

- 1. Preparation and leadership of Sunday worship including scripture study, crafting of liturgy and bulletin, sermon preparation, guiding and sometimes finding lay liturgists, planning of music in coordination with musical staff or volunteers, preaching, offering of prayers, etc.**
- 2. Faith formation and vitality through prayer, Bible study, service, identifying helpful resources and opportunities and helping lay persons take advantage of them**
- 3. Leadership development by working with people in the church to create ministry and programs**
- 4. Pastoral care in collaboration with lay people, visitation with homebound, hospitalized**
- 5. Community engagement and leading the way for the church to be an ambassador of God's love and justice**
- 6. Weddings and funerals for participants in the worshipping community**
- 7. Strategic planning for current and new directions in ministry**
- 8. Attend meetings and give leadership as needed to church programs, in collaboration with lay leadership**
- 9. Participate in wider church activities such as conference and association meetings**
- 10. Administration responsibilities (unless delegated) such as email, website, church supply purchasing**
- 11. Faithful financial development and stewardship**
- 12. Responsibility for supervision of some staff**
- 13. Availability to wider community for funerals, weddings, special worship programs, and as a representative of the church to local organizations**
- 14. Counseling, listening and referral**
- 15. Study and prayer to increase faith and to improve skills to lead, teach, and preach better**
- 16. Energizing and deepening the spiritual connections, faith understandings, and justice commitments of others in all they do**

Core Competencies:

- 1. Caring**
- 2. Engaged/Sociable**
- 3. Humble/Honest**

1c. COMPENSATION AND SUPPORT

Salary Basis (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*): **\$ Negotiable, based on experience. The total support package will meet SD Conference compensation guidelines. Conference link - <http://sodakucc.org/Salary%20Recommendations%20for%20Clergy%202013.pdf>**

Benefits (*choose one*): **Salary plus Benefits**

What is the expected living situation for your next minister - **Living nearby with a housing allowance per SD Conference recommendations**

Comment on the residential/commuting expectations for your next minister. **Live within 10 minute drive of city limits.**

State any incentives (*e.g. school debt reduction or retention bonus after a certain number of years in position*): **Vacation has increased in the past with time in position. We are willing to consider other options such as candidates who have not yet completed their Masters of Divinity or Ministerial education. Willing to negotiate an incentive package that may include school debt reduction or retention bonus after a certain number of years in position.**

Describe peer and professional supports available for ministers in your association/conference: **The Prairie Lakes Association UCC monthly conference pastoral meetings are held at the Redfield UCC church. The First Congregational UCC Church belongs to the Watertown Ministerial Association and meets the second Tuesday of each month at the Prairie Lakes Hospital Conference room. The ecumenical women's group of church leaders meets every Wednesday morning for Bible study and prayer. Another resource is Samantha Houser, Prairie Lakes Association and SD Conference of UCC, Watertown Ministerial Association.**

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.

We envision our minister as coming alongside the congregation as we strengthen our place in the community, uniting to serve. We are known as the “progressive church” in Watertown. We have experienced lots of positive change and growth in the past few years. We will need a minister who can commit to our community in deepening and nurturing those new directions.

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

We believe that to maintain and heighten our presence in the Watertown community, we will need a minister who is willing to be the public face of our congregation. A minister who is sociable, collaborative, and active within the community will go a long way in this process. We believe it is not solely the minister’s job to grow the church, but a minister who models these skills teaches by example and further encourages members to share in God’s work through UCC Watertown. Out of the New Beginnings process which we undertook in 2016, we have active working groups for arts and worship, justice and community outreach, and Open & Affirming (ONA). We know that we want to utilize our beautiful building more fully as a resource for the wider community. We also have a labyrinth garden that is open to the community as a quiet, green space downtown.

Specify language requirements or culturally-specific capacities preferred in a next ministerial leader, and why those matter to the congregation’s sense of calling. **N/A**

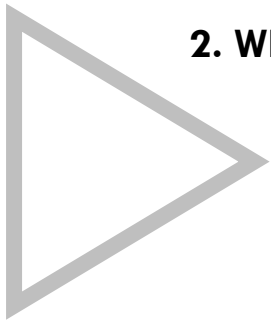
Based on what you have learned about who your church is, who your church’s neighbor is, and who God is calling the church to become, describe four areas of excellence from *The Marks of Faithful & Effective Authorized Ministry* that your next minister will display to further equip the congregation’s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

- 1. Exhibiting a spiritual foundation and ongoing spiritual practice. Despite whatever current issues affect us or need to be addressed, our congregation maintains in every survey we conduct that they want to make sure we continue to adhere to and teach scripture, and that what we do be based in the teachings of the Bible. We have other issues to address right now, but this area of excellence is constant and should guide all our other actions.**

2. **Nurturing UCC Identity.** While this church likes the nostalgia and the implied inclusiveness of our Congregational heritage and wants to keep that in our name, we are learning that there is a need for progressive Christianity to reclaim what it means to be a Christian and to exemplify that in our church in Watertown. We have members at all points on the spectrum of Christian belief, but inclusion, welcome and other core UCC values need to be prominent in our identity.

3. **Caring for all creation.** In talking with people 40 and under we know they have far fewer conflicts with differences in others. We know they have a greater sense of concern for stewardship of the Earth. Our congregation has already reached out to community groups for mental health, victims of abuse, and members of other religious traditions. Working with other churches and groups to create regular dialogue on social justice issues will be a priority.

4. **Working together for justice and mercy.** In addition to what is listed in the preceding area, we have work to do internally to overcome explicit and implicit bias in the life of the Church, but our intention is to practice the radical hospitality of God. We know we need to do more mission work and believe we have discerned the path of service we have been called to follow, most immediately around the full inclusion of LGBTQ people. We will need guidance and support from our new minister to walk this path often.



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?

God is calling us to become a leader and an example of open, progressive Christianity in our community. God wants us to be the example of love, compassion, and understanding in our faith. Many people have left the wider church and others view Christianity as archaic, prejudiced, and unnecessary. It is our belief that Christ’s message of love and justice overrides the contradictory beliefs and actions of some who have called themselves Christians.

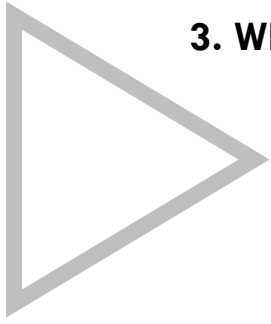
Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation.

Through a lot of prayer and discernment, our congregation voted to pursue the New Beginnings process through the UCC. The report has given us a direction and led to a retreat for the entire congregation in March of 2016. At that retreat, we explored 6 areas of church life and operations, seeking input and ideas for addressing problems. Later meetings prioritized ideas and we worked on top choices in each area over the next year. A second retreat occurred in March 2017 with a focus on narrowing our mission and searching for a new minister. We recognize that many of our congregation are in retirement and are not physically able to do a lot of the work some missions would require, so we focused on missions we can do. We arrived at a proposed new mission of “united to serve” with a focus on Watertown and Codington County.

Out of these conversations Open & Affirming became an important issue for many in the congregation. During our interim period, a social justice issues group in Watertown called Breaking Barriers explored issues monthly such as poverty, Native American issues, abuse, LGBTQ rights, etc. The LGBTQ meeting had the best attendance and we discovered a significant community of LGBTQ people and allies. At the same time, our church’s adult bible study did a series of exploratory sessions on what the bible says about homosexuality. We discovered that we had members at all stages of LGBTQ inclusion, from fully welcoming to strongly resistant.

In July 2018 we hired a minister who helped us to identify ONA as a top justice priority and consistently wove LGBTQ inclusion into his sermons, messaging, and education for faith formation at all levels, including book studies on biblical interpretation and human

sexuality. Our movement toward ONA has drawn lapsed members with LGBTQ family back to the church and attracted some allies as new members. In Winter/Spring 2019 the ONA Working Group provided several opportunities, education and outreach as we discerned our way to an ONA vote. The local Episcopal church has been a strong ally in this work. This was an exciting process that has and will continue to lead us as we seek to live into the UCC motto, “No matter who you are, no matter where you are on life’s journey, you are welcome here!” In August, 2019, the UCC church voted to become Open and Affirming.



3. WHO ARE WE NOW?

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

- a. CONGREGATIONAL REFLECTIONS
- b. 11-YEAR REPORT
- c. CONGREGATIONAL DEMOGRAPHICS
- d. PARTICIPATION AND STAFFING
- e. CHURCH FINANCES
- f. HISTORICAL INFORMATION

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation's life of faith.

We are a well-financed congregation. We have a structured approach to worship, with strides taken in the last year to incorporate more ritual, alternative readings, and more contemporary music. We use the Chalice Hymnal with a moderate number of updated lyrics, and have strong vocal and bell choirs. Language in liturgy has been updated to remove “King James-esque” language, and we use the New Revised Standard Version for lessons and responsive readings. The use of an LCD projection screen has allowed the additional appeal to visual senses, enhancing our understanding and making some lessons much more meaningful. We believe God is everywhere and have taken strides in taking our faith beyond the sanctuary, including holding services in the labyrinth garden and elsewhere. There is an air of revitalization, a new energy of hope and faith in Christ's vision for this congregation, and a strong willingness to nurture the new things that are already springing forth in this place.

Describe several strengths or positive qualities of your congregation.

There is a closeness and stability in reliable, caring members and a family atmosphere. Our worship style provides comfort and serves as a grounding factor for most members and friends of the church, making worship genuine and sincere. Members have a desire for growth, and while budgets currently exceed giving in most years, the church is well-financed through trust and legacy funds and able to weather changes and downturns.

Describe what worship is like when your congregation gathers.



We have a beautiful worship space, though it is much bigger than the average attendance. We have gently encouraged people to move forward from the balcony to create more intimacy and make the sanctuary feel full. We also host coffee in the narthex, which has worked well for building relationships and a sense of welcome among visitors. Our worship has become increasingly blended in the recent past, holding to a fairly traditional UCC liturgical structure but incorporating more diverse contemporary elements, especially where music is concerned. We recently began celebrating communion on a monthly basis, after doing it bi-monthly for several years, and we livestream our services to our Facebook page.

What was a recent baptism like?

We have a banner for baptisms that displays the child's name. Family and friends usually fill the front pews. Baptisms are done as part of a Sunday service in most cases. Parents and sponsors join the minister at the front. The congregation plays a role with a unison covenant and welcome. We are thinking of a labyrinth ritual in an upcoming baptism.

What are some words used to describe good preaching?

Strong sermon overrides liturgy. A sermon should rely on understanding scripture, finding new meaning and hearing a still speaking God, but also relate to contemporary situations. Extemporaneous speaking as part of the sermon is encouraged. Music is foundational. The minister needs to connect with listeners on a personal and spiritual level, leaving the congregation with a message that inspires pondering in the coming days, but which also touches congregants with a sense that the minister understands their personal situation and cares for them. Specific prayers for members, friends, and family as well as for current local, state, national and world events should occur as a regular part of a service.

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

For example, how are young people in leadership? How do people continue to form their faith over a lifetime?

We have about two dozen children (toddler through high school) in church now. Youth Church is held on Wednesday nights, with a snack and large group worship followed by age-appropriate small group learning. We have excellent volunteer teachers and a dedicated budget for educational materials. We formerly had a youth group, but demands on kids' time meant they weren't attending events they helped plan, so there is currently no youth group. We realize this is a conundrum, and that we need to try again, so there is a need for a strong youth group leader. A confirmation class is provided as needed. The current class began in the Fall of 2019. We "lose" most of our kids upon graduation and recognize that we need to work on ways to encourage continued engagement. We also have a biblical approach to social justice issues and adult bible study. In August, 2019 a Children's Christian Education leader was hired to conduct the Wednesday night services and coordinate our Christian education program.

Describe how your congregation is organized for ministry and mission.

For example, how are decisions communicated in your church? How are teams or committees organized? Where does your church struggle for vision?

We have a monthly newsletter called The Messenger which communicates news. We also use separate mailings on specific timely issues, and there is a Wednesday email message from the minister with announcements. Our Facebook page has become a valuable resource for announcements, events, and outreach.


We have a moderator-council form of government with select standing committees dedicated to specific tasks. The Council meets monthly with an annual congregational meeting in January. Out of the New Beginnings process, we formed several working groups to further our vision: arts and worship, justice and community outreach, and ONA. The standing committees, moderators, lay leaders, members, and minister give announcements in the bulletin, via our email and social media presences, and verbally at the outset of worship.

We have an ever-improving clarity of vision and purpose, and we know that there remains much work yet to do. We look forward to a full-time minister who will be committed to digging in and inspiring us in realizing our dreams for this congregation!

1. When it comes to decision-making, how many hours are spent in meetings per month? **2**
2. Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished? **An emergency council meeting was called, held after Sunday service. The moderator has the authority to make decisions in an emergency until the Council can meet to make a binding decision.**
3. Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church's activity and governance? **Yes**

3b. 11-YEAR REPORT

(add here the 11-Year Report developed with the help of your conference staff, UCC Data Hub, and MissionInsite)

UNITED CHURCH OF CHRIST ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS									
<i>God is still speaking.</i> UNITED CHURCH OF CHRIST 									
Church#: 721330	Assoc: 736	Schedule: 0	First Congregational UCC		Watertown		SD	57201	
		AVG WEEKLY	CHR ED/		TRANSFER OR	DEATHS OR		OTHER	NET MEMBS
YEAR	MEMBERS	ATTENDANCE	FAITH FORM	CONFIRMATION	CONFESSION	REAFFIRM	TRANS OUT	LOSSES	ADDS-REMOVED
2007	282	111	76	0	0	8	14	1	-7
2008	277	112	76	2	0	6	12	1	-5
2009	264	105	63	6	0	5	24	0	-13
2010	261	102	48	0	0	7	10	0	-3
2011	267	106	29	7	9	1	10	1	6
2012	264	109	51	0	0	3	5	1	-3
2013	269	91	33	5	0	6	6	0	5
2014	266	90	31	0	0	2	6	0	-4
2015	260	79	16	5	0	3	14	0	-6
2016	254	70	16	0	0	2	6	2	-6
2017	247	72	18	0	0	3	10	0	-7

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2007	\$118,060	\$0	\$8,000	\$3,430	\$11,430	\$0	\$11,430	6.78	\$129,490	\$124,876
2008	\$150,025	\$0	\$8,000	\$3,816	\$11,816	\$0	\$11,816	5.33	\$161,841	\$116,193
2009	\$160,864	\$0	\$7,937	\$1,598	\$9,535	\$0	\$9,535	4.93	\$170,399	\$146,610
2010	\$151,428	\$0	\$8,004	\$9,954	\$17,958	\$350	\$18,308	5.29	\$169,736	\$137,863
2011	\$151,428	\$0	\$8,004	\$13,008	\$21,012	\$0	\$21,012	5.29	\$172,440	\$170,675
2012	\$147,771	\$0	\$8,224	\$3,671	\$11,895	\$388	\$12,283	5.57	\$160,054	\$147,044
2013	\$158,311	\$0	\$7,425	\$2,242	\$9,667	\$100	\$9,767	4.69	\$168,078	\$153,736
2014	\$158,311	\$0	\$4,002	\$4,264	\$8,266	\$0	\$8,266	2.53	\$166,577	\$0
2015	\$176,806	\$0	\$4,075	\$2,947	\$7,022	\$476	\$7,498	2.30	\$184,304	\$123,802
2016	\$159,535	\$0	\$4,550	\$342	\$4,892	\$2,250	\$7,142	2.85	\$166,677	\$141,506
2017	\$124,917	\$0	\$3,900	\$831	\$4,731	\$1,895	\$6,626	3.12	\$131,543	\$132,215

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2012-2017	-6.44	-33.94	-64.71	0.00	66.67	-15.47	-60.23	-17.81
2007-2017	-12.41	-35.14	-76.32	-62.50	-33.33	5.81	-58.61	1.59

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	80	Yes
Number of active non-members:	20	Yes
Total of church participants (sum of the numbers above):	100	Yes

Percentage of total participants who have been in the church:

		<i>Is this percentage an estimate? (check if yes)</i>
More than 10 years:	67%	yes
Less than 10, more than 5 years:	10%	yes
Less than 5 years:	23%	no, from New Beginnings Report

Number of total participants by age:

0-17	18-35	36-50	51-69	70+	<i>Are these numbers an estimate? (check if yes)</i>
14%	31%	25%	17%	13%	From New Beginnings Report in 2016

Percentage of adults in various household types:

		<i>Is this percentage an estimate? (check if yes)</i>
Single adults under 35:	8.5%	yes
Joint household with minors:	19.2%	yes
Single adults age 35-65:	19.7%	yes
Joint household with no minors:	38.9%	yes
Single adults over 65:	13.7%	yes

Education level of adult participants by percentage:

This information is not available. We have not surveyed our members for this.		<i>Is this percentage an estimate? (check if yes)</i>
High school:	NA	
College:	NA	
Graduate School:	NA	

Specialty Training:	NA	
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	42.7%	Yes
Adults who are retired:	33.3%	Yes
Adults who are not fully employed:	24%	Yes

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

Sales, service, trucking, banking, manufacturing, management, construction, engineering, nursing, teaching, lawyer, municipal, county, or state government, farming, small business ownership.

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?

The congregation of our church is predominantly Caucasian of Western European descent. We do have a small number of members of Hispanic and southeast Asian heritage.

List the date your congregation has had or will have a conversation using a resource such as the Welcoming Diversity Inventory. Comment on the results.

We have not yet completed the Welcoming Diversity Inventory or similar resource. Our community is 95% white, 2.4% Native American, 1.6% Hispanic with the remaining 1% other minorities. Our church membership mirrors the ratio of white to minority composition in the community. We have felt that exploring the Open and Affirming status is a more immediate need because there is an LGBTQ community in Watertown who are largely not present at any church due to a lack of outreach and welcome by the churches.

3d. PARTICIPATION AND STAFFING

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? (<i>list any and all worship planners, such as various lay leaders, pastors, musicians, other staff</i>)
Adult Groups or Classes	15+ Women's Fellowship;5 + book study	Women's Fellowship officers, guild leaders, members
Baptisms	0	Pastor, secretary
Children's Groups or Classes	24	Council, Christian Ed.Committee, teachers
Christmas Eve and Easter Worship	123/84	Pastor, Council, Choir Directors, Altar Committee, Worship Committee,
Church-wide Meals	70-80	Council, Women's Fellowship, Pastor
Choirs and Music Groups	10 each in bell and vocal choirs	Choir and bell choir directors with input from Council/pastor
Church-based Bible Study	10-15	Pastor, Council, members present
Communion (<i>served how often?</i>)	Every month	Pastor, Worship Committee
Community Meals	12 members/70 community attendees	Member Volunteers
Confirmation (<i>number confirmed 2018</i>)	2 (held biennially)	Pastor, Council, parents
Drama or Dance Program		
Funerals	1	Pastor, Women's Fellowship
Intergenerational Groups		Program entitled "Crafting with Christ" that involves art activities
Outdoor Worship	1	Pastor, Worship Committee
Prayer or Meditation Groups		

Public Advocacy Work	4 members/40-70 community members per event (3)	Healing Earth Watertown committee members
Retreats	2 held (60-70 people involved)	Council, New Beginnings Committee, Placerville
Theology or Bible Programs in the Community		Local Technical School, Monthly Ecumenical Prayer Service, Book Study, Community office hours at local coffee shop every Thursday, Fermenting Faith once a month
Weddings (<i>number last year</i>)	0	Pastor, Council sets policy
Worship (time slot: 10:00am-11:00am)	60	Pastor
Worship (time slot: _____)		
Young Adult Groups or Classes		Local Technical School
Youth Groups or Classes – Church School		
Other		Showcase community performing art groups

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).

Name	Three-Way or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Rev. Steven Bailey	No	First Cong. UCC	Minister	yes

Roseanne Dyce-Anderson	No	Willow Lake UCC	Minister	yes
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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:

Steven Bailey is still a member of our church, though he only receives the newsletter and does not serve in any other capacity, nor does he attend services in our church. Roseanne Dyce-Anderson was a member who became a commissioned minister in the Willow Lake church and transferred membership there. She recently resigned when that church merged with the Willow Lake Presbyterian Church to allow them the chance to discern their new ministerial needs as a newly merged congregation. She began attending our church occasionally and we have listed her as a friend of the church so she gets our communications.

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Secretary	No	\$13,240 PT	Minister/ Building & Grounds Committee	8 years
Organist	No	\$5,701 PT	Building & Grounds Committee	18 years
Choir Director	No	\$3,825 PT	Building & Grounds Committee	18 years
Bell Choir Dir.	No	\$1,868 PT	Building & Grounds Committee	18 years
Treasurer	No	\$3,245 PT	Building & Grounds Committee	3 years
Financial Secretary	No	\$3,342 PT	Building & Grounds Committee	3 years
Custodian	No	\$13,240 PT	Minister/ Building &	6 years

			Grounds Committee	
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REFLECTION

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

Like many churches in the Midwest, we are of a similar makeup to our ancestors, but have faced decline in a changing society. We are striving to welcome those in our community that may not fit the "traditional" American type of Christian, but who are still beloved in Christ.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$128,969.30
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$25,770 (Pratt Fund)
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$
Fundraising Events	\$
Gifts Designated for a Specific Purpose	\$4,140 Memorials
Grants	\$
Rentals of Church Building	\$
Rentals of Church Parsonage	\$
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$2,000
Transfers from Special Accounts	\$
Other (specify):	\$

Other (specify):	\$
TOTAL	\$158,074.30

Current annual expenses (dollars budgeted for most recent fiscal year): **\$180,676**

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.

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? **40%**

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

ALL

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? (*recommended 10%*)

\$3,900 of \$120,000 (2.2%)

5.7% of budget for all mission

What is the church's current indebtedness?

Total amount of loan debt: **0**

Reason for debt:

Are capital and other payments current? **Yes**

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. **None.**

If the church has had capital campaigns in the last ten years, describe: **Drive to 125 ended in 2007**

Year(s)	Purpose	Goal	Result	Impact
		\$	\$	
		\$	\$	

If a capital campaign is underway or anticipated, describe: **Committee being formed to consider, but need hasn't been assessed yet.**

Year(s)	Purpose	Goal	Result	Impact
		\$	\$	
		\$	\$	

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

Does your church have an endowment? **Yes**

What is the market value of the assets? **Approximately \$531,333.03**

Are funds drawn as needed, regularly, or under certain circumstances? **As needed and for promoting the church (advertising, website, New Beginnings, etc.). We provide camp and college scholarships from some endowment monies. The Pratt fund is distributed over 20 years at roughly \$20,000/year. We also receive an annual contribution of several thousand dollars from the Anritter fund, managed by Watertown Community Foundation. Another roughly \$426,000 is held in the UCC Foundation and in CDs.**

What is the percentage rate of draw (last year, compared to 5 years ago)? **+/- 2%**

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: **Pratt funds have been used to cover shortages in operating expenses. Perhaps once every five years (more often prior to Pratt Fund acquisition) we make a withdrawal from the UCC Foundation of around \$20,000.**

At the current rate of draw, how long might the endowment last? **25 years at current giving rate**

Please comment on the above calculations or estimates: **We estimate that we can last at this church if current giving holds up for 25 years unless we begin to grow. Things like moving to a smaller property and selling the current one, or merging with another congregation, or sharing our facility with another church or finding other sources of income from the property could extend this number of years.**

Other Assets

Reserves (savings): **\$23,931 Memorial Funds, \$71,590 fund balance held in various accounts in General Fund.**

Investments (other than endowment): **Bequests given to church and held in CDs were covered above with endowments.**

Does your church have a parsonage? **No. there is a former parsonage attached to the church via an annex. Today, it is used as church offices and Sunday school classrooms.**

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: **No**

Expected minister residence: **No. Housing allowance is part of compensation package.**

Condition of structure, systems and appliances: **Good**

Entity in the church responsible for review and needed repairs: **Building and Grounds Committee**

Describe all buildings owned by the church: **The sanctuary building was built in 1916. After a fire in the early 1960's, the interior was completely remodeled. The parsonage was built in the 1920's. An educational annex was built in 1954, connecting the church and parsonage. Capital campaigns have been held and the building has added air conditioning, elevator, new storm windows, a new roof, brick**

work, rebuilt steps and walks, an audio-visual booth, projector and sound system, etc. The narthex and church lighting was recently updated.

Describe non-owned buildings or space used or rented by the church: **NA**

Which spaces are accessible to wheelchairs? (*worship space, pulpit, fellowship space, facilities, etc.*) **Fellowship Hall (basement) and Sanctuary (first floor) in church and first floor of annex are accessible to wheelchairs. Church offices and second floor of all buildings are not accessible. Pulpit is also not wheelchair accessible.**

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

For example, when was a time the church made a major budget change? How is the budgeting process done? What new ministry initiative has your church financed?

The church has not made a major budget change in decades... The church is poised financially to realize our New Beginnings, undertaking new approaches and new visioning to grow the church in the Watertown community. We need a minister who will join us in that work of growth. There is a need for a Christian church that is open and affirming of all people, accepting of differences and diversity, and which values education and the freedom to individually interpret our faith.

3f. HISTORICAL INFORMATION

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.

- 1. In the early days, this was the church of the business community and political leaders. Governor Mellette, mayors, doctors, lawyers, business owners, school superintendents, etc. all attended here. It was the place for social and business networking. We grew to well over 400 membership while the town was 5,000-10,000 people.**

2. **An arson fire in the early 1960's gutted the sanctuary and damaged a lot of the rest of the facility. A decision to restore the church and to modernize the interior kept the church alive and in the same downtown location.**
3. **We've desired to stop the steady decline in membership and to turn things around for nearly 20 years. Realizing it wasn't happening continuing to do the same things we've always done, we took it upon ourselves to find solutions. In January of 2016 we voted to participate in the New Beginnings process, seeking donations from members to cover the \$2,000 cost. We got the entire commitment at that annual meeting. We held a member retreat in March, 2016 at Joy Ranch, holding church service in the country church, a meal and then table sessions covering 6 different aspects of church life. Under the leadership of a full-time settled minister in 2018-19, church membership did cease its annual decline and has begun to grow slightly. We also have a growing group of friends who attend regularly. We are poised for some big changes and seeking a ministerial leader who will guide us through this rebirth.**

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

There have been a few and we are proud to mention them. We worked through the Council and Worship Committee to change the format of our Sunday service. Now, we have lay leaders opening the service, reading scripture, receiving prayers, etc. We have replaced outdated English language with more contemporary usage in scripture (NRSV), responsive readings, liturgy, etc. We serve coffee in the narthex behind the sanctuary Sunday mornings before church. This is to address the need to be more welcoming to visitors and to have a chance to get to know new people. There is still coffee downstairs after church. We created an entry in the garden wall, opening our labyrinth up to the public from the sidewalk. We increased our use of contemporary music during worship. The biggest change would have to be the vote to become ONA in August of 2019.

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.

For example, what is an example of a recent conflict and something your congregation learned from it? Describe an occasion when your church experienced conflict without being able to resolve it well. Does your church have policies, protocols or structures for dealing with conflict?)

Change is very stressful for some people, so we are accustomed to constant resistance to change. Due to growing differences between members and a past minister about the direction the church should take, resulting in a parting of ways, the congregation has been

united and take a much larger role in the operation of the church. It has energized the congregation and led to calling our current minister who has helped support and energize the changes. In fact, our current mission states that we “. . .agree to disagree. . .”

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

Staff member's name	Years of service	UCC Standing (Y/No)
Reverend Tom Emanuel	2018-2019	Yes
Reverend Steven Bailey	2008-2016	Yes
Reverend Richard Fyelling	2001-2007	Yes
Reverend Dave Biebighauser	1988-1999	Yes

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

It isn't fair to rely on the minister to be the only leader of the church. Our committees and lay leaders need to actively work with the minister as co-leaders. While we can't rely on a new minister to be the sole engine of growth and transformation in the congregation, we have learned that having a gregarious leader who can guide members in running their own church leaves members with a sense of pride that promotes them sharing their joy in the church with other community members. A minister whose civic participation puts a face on our church further promotes the change we are trying to effect. We have also learned that people's perceived needs in their minister tend to reflect what they currently are craving. However, we can't settle for someone who simply provides what we craved most recently. We need a well-rounded leader who walks with us in our relationship with Christ. While we know no one is perfect, we are not looking for a wounded personality who is looking for a comfort zone.

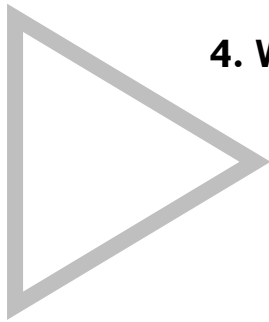
Has any past leader left under pressure or by involuntary termination?

Sadly, yes. Ask us.

Has your church been involved in a Situational Support Consultation?

Yes. We had a pastor that had a substantial personality difference and needed to enter into a situational support consultation.

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?

*For example, which service activities has your church participated in this past year?
Where has the church participated in global connections of care and justice? What is currently transformational in your church's engagement with neighbors near or far?*

Watertown Banquet (served meal for needy), PACH program (pack backpacks with food for kids), church members sit on the organizing committee for Healing Earth Watertown (social and environmental justice awareness/education group), mission trip to do carpentry and construction repair on UCC Church in Dakota Association on Standing Rock Reservation, angel tree, Ecumenical Lenten Lunches, Access Ministries (serve meals for needy), sponsored child in Guatemala, BEACON center (collect supplies for victim shelter), Girl Scouts and 4-H use facility, collect food and supplies for the pantry at Salvation Army, collect clean prescription bottles for Matthew 25 Ministries, budget a line item for the One Roof Program—participating churches in town give money to Salvation Army for use with the homeless, displaced, those in temporary need.

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

The minister typically attends state conference and association meetings, as well as a member or two from the congregation. We do host the state conference about once a decade and an association meeting once every 2-3 years. We have had members serve on state committees and in state and association leadership positions. We have a group of families who regularly participate in camps at Placerville, the SD Conference camp in the Black Hills.

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.)

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 checked="" type="checkbox"/> Open and Affirming (ONA) |
| <input type="checkbox"/> Faithful and Welcoming | <input type="checkbox"/> WISE Congregation for Mental Health |
| <input checked="" 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 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 have opened our doors to the local National Alliance on Mental Illness (NAMI) chapter to host mental health workshops and meetings. Our Healing Earth—Watertown group sponsored a peace/non-violence vigil with other religious groups, as well as events focused on environmental issues. We also organized a mission trip to do repairs and carpentry work on a small UCC church on the Standing Rock Reservation. Members of the congregation established an official non-profit group called Watertown Love to support people that are LGBTQ and their allies.

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

We have partnered with the local Episcopal Church on several ecumenical activities, including interfaith discussions and monthly Holden Evening Prayer services. On another occasion, we invited the Episcopal Church to partner with us in an interfaith discussion of Islam and Buddhism, with guest speakers from those religions. We share in Lenten lunches with other downtown churches, and our minister is a participant in the Watertown Ministerial Association. We share a bell choir director with Grace Lutheran, as well as using members from each bell choir to fill in at the other one. We have partnered in the past on summer Bible School and Thanksgiving service. We are currently partnered with Grace Lutheran for our confirmation classes.

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.

Our current mission statement is: “We resolve to love, unite to serve, and agree to disagree; for God is still speaking.” We think it does reflect who we are in terms of time spent engaging in different activities, though we agree that we can and should be doing more mission work. We also resonate strongly with the UCC motto, “No matter who you are, no matter where you are on life’s journey, you are welcome here!” This has been especially important in our ongoing ONA discernment. Knowing that a small congregation has limits on the types of mission work it can do, we are focusing on the “uniting to serve” part of the current statement without choosing a specific activity. The range of events and activities highlighted in this profile are a testament to our devotion to “uniting to serve.” As much as we would like the community to know us as a progressive church through our social justice work, we would also like community members to say when asked who First Congregational United Church of Christ is that we are united in service.

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?

We have desired pastoral office hours of 16 hours a week, Monday through Friday, for the pastor to be present for the community. The pastor can set up those days/hours at his/her discretion with approval of the church council. Along with the office hours, the pastor would lead adult education (e.g., bible study), children’s program on Wednesday evenings, and Sunday services. We desire a minister who is actively engaged with the church and its mission in the community. As such, we are willing to be flexible in this area. (For instance, our past minister held “community office hours” at a local coffee shop, offered “Mindfulness Mondays” at the local 2-year tech school, and hosted a Fermenting Faith gathering at a local brewpub every third Monday.) The remainder of the minister’s time the minister has the discretion to use for preparation and planning, visitation, attending meetings, community ministry, etc.

4b. MISSION InSite

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

There is increasing acceptance and understanding of the LGBTQ in the Watertown area, although still not enough, especially in the churches. This is a big opportunity for our congregation to reach out in love. Accordingly, our ONA process is in full swing and reaching out to the local LGBTQ community.

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?

Somewhat similar, although the level of diversity in Watertown isn't changing dramatically. Given the size of Watertown (22,000) and looking at a map of where our members live, the entire city is our neighborhood. In fact, we have multiple families coming to church from other small communities in Codington County, including Waverly and Castlewood. Moving the location of our church would not, in our opinion, more closely align us with a different demographic, and being located downtown is not a detractor for other churches located nearby. In fact, most new church starts originate downtown.

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

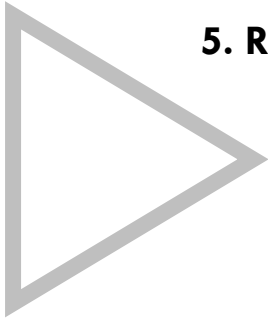
Even with a slightly shifting demographic within the Watertown community, the makeup of the congregation has not changed with it, especially in terms of age. See the comments to the previous question for more.

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

The large ELCA and UMC churches in town have taken on the role we used to fill. However, we are increasingly known as the "progressive church" in Watertown.

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

Family or friends



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

Diane Wichmann - Retired

3609 Padre Dr., Rapid City, SD 57703

605-880-2883

dwichmann1@midco.net

She is a former long-time church secretary.

REFERENCE 2

Kirsten Reinhardt

507 E. Main, Castlewood, SD 57223

605-793-2507 or 605-881-2487

bkreinhardt@itctel.com

She plays in church bell choir once a month and her husband is the organist and bell choir director.

REFERENCE 3

Steve Foster - Retired city employee

101 17th St SE, Watertown, SD 57201

605-868-6538

fosterlbrenda2013@gmail.com

He is a Catholic married to a member of our church and his family all attend our church. He attends both churches.

REFERENCE 4

Carl Kline - Former Interim Minister

825 4th Street, Brookings, SD 57006

605-695-2182

Carlek@mchsi.com

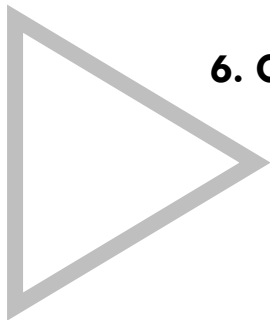
PROMPTS FOR REFERENCES

Describe some areas of strength in this church's ministry.

Describe some areas for improvement in this church's ministry.

Describe a significant experience you have had of this church's ministry.

Anything else you wish to share.



6. CLOSING THOUGHTS

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

6a. CLOSING PRAYER

Include here any prayer or dream for the minister you imagine journeying toward you... a poem, for example, or a Scripture passage or a piece of music that is meaningful to your Search Committee:

O God, we thank you for the lives of great saints and prophets in the past, who have revealed to us that we can stand up amid the problems and difficulties and trials of life and not give in. We thank you for our fore parents, who've given us something in the midst of the darkness of exploitation and oppression to keep going. Grant that we will go on with the proper faith and the proper determination of will, so that we will be able to make a creative contribution to this world. In the name and spirit of Jesus we pray.
-Martin Luther King Jr.

6b. STATEMENT OF CONSENT

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? (*for example, church council or consistory, transition team, etc.*)

- a. The church council and the Search Committee**

2. Additional comments for interpreting the profile:

- a. Some of the information here was taken from the New Beginnings report created for our church. To read the full New Beginnings report, ask us for a copy.**

Signed:

Name / Title / Date: Julie Matteson, Search Committee Chairperson, April 17, 2020

X Julie Matteson

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:yes

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

Staff Comment:yes

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

Staff Comment:yes

My signature below attests to the above three items.

Signature: 

Name / Title:Rev. Samantha Houser

Email:samantha@ucctcm.org

Phone:402-350-1714

Date:4-24-2020

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