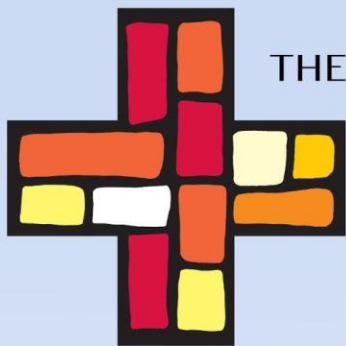


# LOCAL CHURCH PROFILE



THE CONGREGATIONAL CHURCH  
UNITED CHURCH OF CHRIST  
ROCHESTER, MN

Senior Minister  
Minnesota Conference





UNITED CHURCH  
OF CHRIST

Validation Date: May 22, 2019

## **LOCAL CHURCH PROFILE CONTENTS**

Position Posting

Who Is God Calling Us To Become?

Who Are We Now?

Who Is Our Neighbor?

References

Consent and Validation

*"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)*

# 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:** The Congregational Church United Church of Christ

**Street address:** 974 Skyline Drive, Rochester, MN 55902

**Supplemental web links:** [www.congoroch.org](http://www.congoroch.org), <https://www.facebook.com/congorochmn/>

**Conference:** Minnesota

**Association:** Conference serves as Association

**UCC Conference or Association Staff Contact Person:**

Rev. Rick Wagner, Assoc. Conference Minister, 612-871-0359, [rickw@uccmn.org](mailto:rickw@uccmn.org)

### **Summary Ministry Description:**

We are a multigenerational, warm, optimistic congregation seeking to keep faith connected to everyday life. Our members extend their faith beyond the church walls. We are an Open and Affirming congregation and strive to be an accepting faith community that nurtures each individual and family, whoever they are and wherever they are in life's journey. We have an active lay leadership within the church and seek a minister who will collaborate with us and grow the congregation. We are looking for a pastor who will inspire, lead by compassionate example, and help us serve the wider community.



**What we value about living in our area**

Rochester consistently ranks high on the list of livable cities based on overall quality of life and for job growth and stability. It is recognized as one of the best places to raise a family with excellent school systems (both public and private), local and regional parks and trails as well as a wide variety of sports and recreational facilities. We have multiple higher education resources, such as the University of Minnesota - Rochester, Rochester Community and Technical College, Winona State University - Rochester, and Mayo School of Health Sciences.

Rochester is the 3rd largest city in the state and continues to grow, in part due to the Mayo Clinic Destination Medical Center initiative (DMC). The DMC is the largest public-private economic initiative in Minnesota and aims to make Rochester a destination for health and wellness over the next 20 years. Rochester is the first Minnesota city to earn LEED certification (Leadership in Energy and Environmental Design).

**Current size of membership:** 295 (does not include infants through 8th grade)

**Languages used in ministry** (*other than English*): None

**Position Title:** Senior Minister

**Position Duration:**

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:** Full Time

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

## 1b. SCOPE OF WORK

### **Job Description - Senior Minister**

#### **I. General Description**

The Senior Minister is responsible for the general scope of the ministry of Jesus Christ as it finds expression in the church. As a spiritual leader of the congregation, the Senior Minister shall preach the gospel, administer the sacraments, visit the sick, counsel those who seek help and be responsible for the regular services of public worship as relevant in our time and place.

#### **II. Duties and Responsibilities**

##### **A. Service of Worship**

- Regularly lead church services
- Be available for sacraments and special services such as member weddings and funerals

##### **B. Chief Administrative Officer of the Church staff**

- Supervise staff
- Oversee communications to the congregation and external sources

##### **C. Cabinet, Ministry Teams, Committees and Other Volunteers**

- Ex-officio, non-voting member of Cabinet and all Ministry Teams and Committees
- Collaborates as needed with other volunteers

##### **D. Pastoral Care of Congregation**

- Ensure visitation of hospitalized and homebound
- Minister to families in crisis
- Counsel those who request it
- Actively promote new member recruitment

##### **E. Education**

- Lead new member classes
- Teach confirmation

##### **F. Stewardship**

- Actively and visibly support the stewardship program

##### **G. Spiritual Development of Members**

- Promote the spiritual welfare of the church and those whom it serves
- Equip leaders of the congregation
- Encourage awareness of and outreach to local and global issues and concerns

##### **H. Wider Church Responsibilities**

- Participate in Minnesota UCC Conference events
- Proactively communicate opportunities available in the Conference and national UCC setting which would be beneficial to the congregation as a whole or individual growth
- Participation in local ecumenical and civic organizations is strongly encouraged

##### **I. Personal Growth**

- Regular participation in continuing education is strongly encouraged

#### **III. Hours**

Fulltime, approximately 50 hours per week. We are open to our minister maintaining a flexible work schedule so that pastoral needs are met while allowing for adequate time away for self care (Sabbath).

#### **IV. Accountability**

The Senior Minister is responsible to the Congregation as a whole, through the church Cabinet and the Personnel Committee. The Senior Minister shall be responsible for and have the opportunity to present any matters resulting from collaboration within the Ministry Teams or Committees to Cabinet or the Congregation as appropriate.

**Core Competencies** (*List three core competencies that you imagine could be foundational in your next minister's relationship with the church.*):

- Inspirational leader
- Compassionate, emotionally intelligent, and personally relatable
- Desires to engage in the wider community

## **1c. COMPENSATION AND SUPPORT**

Salary Basis: Minnesota Conference Guidelines, as determined by pastoral experience.

Conference recommended salary range for 2019

Benefits: Salary plus Benefits

Expected living situation: Housing allowance

Residential/commuting expectations: Resides in Rochester or surrounding area

Incentives:

- Four week's vacation, or as negotiated
- Parental/family leave as necessary
- UCC retirement annuity: 14% of salary basis, or as negotiated
- UCC Life and Disability Insurance Benefits
- UCC Health Benefits
- Social Security offset
- Continuing Education allowance as budgeted
- Continuing Education Time: 2 weeks
- Three month sabbatical leave every 7 years or as negotiated
- Travel mileage reimbursement: (IRS guidelines)
- UCC Conference or other approved Meeting Expense Reimbursement: Registration fees, lodging, and travel as approved by Cabinet

**Peer and professional supports available for ministers in your association/conference:**

UCC Peer Ministry Cluster for Southeast Minnesota

## **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.**

Goals:

- Continue to create a welcoming and vital environment for current members and visitors.
- Deepen our theological and spiritual understanding of the Bible and other well-regarded religious texts in the context of our times.
- Lead the church to clarify our purpose within our local community and beyond and to act on that purpose.
- Use the church's many strengths to develop a cohesive team and strategy for continued spiritual and member growth.

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

We envision the Senior Minister will provide the leadership that facilitates community outreach. The Senior Minister serves to foster the family of faith by connecting those in need with those able to serve, to lead us into the future by energetic, compassionate example.

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

There are no specific cultural or language needs at this time.

**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**

#### **BUILDING TRANSFORMATIONAL LEADERSHIP SKILLS**

- Empowers the Church to be faithful to God's call, reflective of Christ's mission, and open to the surprises of the Holy Spirit.
- Performs necessary and appropriate management and organizational tasks..
- Encourages leadership development of self and others through continuing education and lifelong learning.

#### **ENGAGING SACRED STORIES AND TRADITIONS**

- Brings life to sacred stories and traditions in worship, proclamation, and witness.
- Leads faith formation effectively across generations.

#### **WORKING TOGETHER FOR JUSTICE AND MERCY**

- Practices the radical hospitality of God.
- Understands the community context and navigating change with our wider community.
- Engages in mission and outreach.
- Builds relationships of mutual trust and interdependence.

#### **STRENGTHENING INTER- AND INTRA- PERSONAL ASSETS**

- Exhibits strong moral character, personal integrity, and healthy work/life balance.
- Respects the dignity of all God's people.
- Demonstrates 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?**

We strive to be an accepting, multi-generational, faith community that nurtures each individual/family, whoever they are, and wherever they are in life’s journey. We know that Jesus excludes no one from his love, and we choose to do likewise.

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

#### **Vitality Team**

In 2018, our church participated with other churches in the Minnesota Conference Crossroads Church Renewal and Vitality Initiative which partnered with Vibrant Faith Ministries. As part of our learnings from this initiative, we are looking to narrow our focus on the parts of our church that are working well. Our hope is to expand what we do well, and grow our church with thoughtful planning.

#### **Restoring Urban Forest**

We are in a multi-year project to transform our wooded hillside into an urban forest with paths leading to areas for meditation and for children’s activities related to nature. The goal is to invite the community to come and enjoy our developing urban forest. Our church youth have contributed to the restoration of the urban forest by participating in and leading efforts to remove buckthorn, build benches, and create paths.

#### **2016-2020 Strategic Plan**

Each year we have included funding for the Strategic Plan in our budget. We’ve implemented some of the items in the plan and we are continuing to work on others. We recognize the need to continually evaluate progress and make changes to our strategic plan as warranted.

### 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.**

- Our congregation’s life of faith spans from traditional to modern to postmodern.
- We extend our faith beyond the walls of the church
  - by providing companionship, meals, and prayers to members and friends.
  - by monthly working at the Channel One foodbank
  - by mentoring elementary students at one of the city’s most diverse schools
  - by serving in a variety of wider church roles
- A blessing used regularly by our Interim Minister includes the phrase, “God beyond us, God beside us, and God within us,” which captures how we view God.

**Describe several strengths or positive qualities of your congregation.**

The best qualities of our church include our:

- strong music program
  - adult and youth choirs
  - adult and youth handbell choirs
  - 3-manual Reuter pipe organ
  - Steinway concert grand piano
  - four octaves of English handbells
  - community performances
- acceptance of all people
  - Open and Affirming
  - Diverse religious backgrounds
- nurturing and caring for members
  - minister to local nursing homes and senior living communities

- benevolence contributions
  - 5 for 5 Church
  - additional special offerings dedicated to identified local or wider need
  - adult handbell choir partners with a local brass group to raise significant money for Channel One food bank during the Christmas holiday

### **Describe what worship is like when your congregation gathers.**

When you arrive, expect to see people of all ages in the narthex, greeting visitors and catching up with friends. The children are involved in the early part of the service coming forward for a brief “Children’s Time” where the day’s scripture is discussed at their level before they are dismissed to Sunday school.

Joys or concerns of the congregation are given a special place in the service. Individuals wishing to share their joys or concerns may write them down and hand them to ushers while contemplative piano music is played. Later they are shared by the minister during the People’s Prayer.

We have Communion the first Sunday of each month, welcoming all who wish to participate. As a sign of our individual participation in the body of Christ, we take the bread from the passed tray and eat when we are ready; the cup we hold and drink together as a symbol of our unity in Christ. All cups contain grape juice and the bread is gluten, dairy, soy and nut free and non-GMO.

For baptisms the congregation is invited to come forward with water to be added to the baptismal font as a sign of welcoming this person into our family of faith. After being baptized infants are carried down the center aisle so everyone can greet the child with a smile.

The Senior Minister leads the worship service with congregation members participating in ways such as lay reading. We use the Revised Common Lectionary and the current interim minister has also included liturgical writings from Seasons of the Spirit resources. Our congregation is open to various forms of worship, including Taize, contemplative, and a rousing Mardi Gras Sunday. We have creative and energizing special services. (e.g. Blue Christmas, Christmas Eve, Ash Wednesday, Good Friday, etc.).

Our music ministry is one of our strengths and includes the adult Chancel Choir singing at least twice a month, the adult Bell Choir once a month and children’s vocal and bell choirs once a month. We appreciate the fact that hymns and anthems reflect the Sunday theme.

After the service, there is coffee or juice, a treat, good conversation and some laughs.

## **What are some words used to describe good preaching?**

The minister will prepare a complete worship service experience with integrated music, choir, liturgy, and message. We look for the message to be:

- Informative
- Understandable
- Cohesive
- Inspirational
- Succinct
- Mix of humor and everyday examples relatable to the congregation
- Thought provoking message pertinent to life in the 21<sup>st</sup> century
- Leave the congregation challenged and inspired, not guilty or lectured

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

For Children: We see the Senior Minister working to engage our children during Children's Time during the church service and with curriculum and activities that make the Bible stories exciting, meaningful and age appropriate. We have used "Sparks Activate Faith" from Augsburg Fortress for Sunday School education. Recently we had a full time position entitled Director of Faith Formation and Family Engagement. This is no longer staffed due to a resignation, and we look to the incoming minister to bring a fresh perspective on how best to proceed.

For Youth: We see the Senior Minister working with youth so that their spiritual and faith perspective helps them meet the challenges of life and supports them as they mature into adulthood.

The Senior Minister leads our Confirmation classes and helps students lead a service project within our church. Our Confirmation curriculum continues to develop, and we hope the incoming minister will provide clear direction and focus.

For Adults: Although our Adult Education Ministry Team is currently inactive, several activities still occurred throughout 2018. Our congregation recognizes the need for an active and varied program of adult small groups. It is hoped that the new settled minister will guide us, over time, to new and renewed opportunities for learning, exploration and dialogue.

## **Describe how your congregation is organized for ministry and mission.**

### **● When it comes to decision-making, how many hours are spent in meetings per month?**

Cabinet, Ministry Teams, and other committees each spend between one and two hours per month at their meetings.

### **● Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?**

In 2017 we were simultaneously faced with replacing a major rental tenant, transitioning a settled pastor (due to illness), and petitioning the US government to obtain an R-1 (Religious Worker) nonimmigrant status for our South Korean organist. When this occurred, Cabinet and other church members stepped up to understand the problems, research solutions, all the while communicating with the congregation.

### **● 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**

We have a Cabinet that meets monthly for about two hours, which consists of a Moderator, Vice Moderator, Past Moderator, Clerk, Treasurer, Financial Secretary, 2 at-large representatives, and a representative from each Ministry Team. The teams are:

- Worship
- Christian Education
- Nurture
- Justice and Peace
- Stewardship and Benevolence
- Building and Grounds
- Adult Education (currently inactive)

We have other committees under Cabinet as well such as Personnel, Finance, Church Use, Communications and Technology, and Concert Series. We also hold two congregational meetings every year.

We communicate using a variety of media including our monthly Church Life newsletter, which is mailed, emailed, made available at church and on our website. Various social media platforms are also used to connect our members and community. Church service announcements and email are other ways we communicate with our members. We recently updated our web-page and have put more effort into enhancing our Facebook presence. We use Sign Up Genius to organize our Sunday volunteer opportunities and to RSVP to various events.

### 3b. 11-YEAR REPORT

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



Church#: 361370  
Assoc: 434 Schedule: 0 Congregational Church UCC Rochester MN 55902

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2008	508	223	180	10	0	45	12	161	-118
2009	516	230	172	7	0	15	12	2	8
2010	504	172	49	6	0	0	11	7	-12
2011	402	162	85	6	0	4	19	93	-102
2012	415	141	97	7	0	7	5	7	2
2013	404	115	95	3	3	8	10	0	4
2014	405	120	97	0	0	9	6	2	1
2015	408	128	104	3	0	9	9	0	3
2016	412	117	137	5	0	10	9	2	4
2017	295	106	82	2	0	3	11	111	-117
2018	292	97	85	2	0	6	11	0	-3

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
2008	\$334,645	\$24,351	\$35,570	\$15,917	\$51,487	\$11,686	\$63,173	10.63	\$422,169	\$394,424
2009	\$357,924	\$500	\$33,168	\$22,000	\$55,168	\$12,171	\$67,339	9.27	\$425,763	\$367,043
2010	\$314,469	\$6,065	\$35,350	\$13,490	\$48,840	\$11,886	\$60,726	11.24	\$381,260	\$365,276
2011	\$278,510	\$0	\$13,153	\$6,265	\$19,438	\$2,935	\$22,373	4.72	\$300,883	\$315,386
2012	\$325,605	\$7,039	\$17,007	\$11,255	\$28,262	\$11,590	\$39,852	5.22	\$372,496	\$323,055
2013	\$320,980	\$8,185	\$13,500	\$11,094	\$24,594	\$9,530	\$34,124	4.21	\$363,289	\$360,825
2014	\$328,059	\$69,193	\$15,000	\$34,982	\$49,982	\$26,529	\$76,511	4.57	\$473,763	\$400,411
2015	\$431,545	\$15,811	\$15,000	\$12,017	\$27,017	\$3,750	\$30,767	3.48	\$478,123	\$366,880
2016	\$440,986	\$13,812	\$15,000	\$9,991	\$24,991	\$0	\$24,991	3.40	\$479,789	\$374,363
2017	\$458,530	\$12,265	\$16,625	\$5,602	\$22,227	\$5,466	\$27,693	3.63	\$486,223	\$313,065
2018	\$433,741	\$8,514	\$15,000	\$7,989	\$22,989	\$8,502	\$31,491	3.46	\$465,232	\$306,682

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2013-2018	-27.72	-15.65	-10.53	-42.86	10.00	35.13	-6.53	28.06
2008-2018	-42.52	-56.50	-52.78	-85.45	-93.64	29.61	-55.35	10.20

**Note:** In 2011 and 2017 membership role maintenance occurred in which we asked out-of-town members and inactive local members if they wished to remain as members. The membership drop for those years reflects members who were removed as a result of those queries.

### 3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Members:	295	
Number of active non-members:	23	
Total of church participants (sum of the numbers above):	318	

**Note:** In addition we have 53 children and youth.

Percentage of members who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	67% (199)	
Less than 10, more than 5 years:	16% (46)	
Less than 5 years:	17% (50)	

Number of total participants 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? (check if yes)</i>
38	27	31	17	28	31	50	61	61	

Note: 27 participants for which age is unknown

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	8% (15)	(no minors)
Households with minors:	24% (47)	(37 joint; 10 single adult households)
Single adults age 35-65:	6% (11)	(no minors)
Joint households with no minors:	35% (68)	
Single adults over 65:	27% (53)	

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
Some High School	1%	Estimates from 2012 survey (140 responses)
High school:	5%	
College:	36%	
Graduate School:	43%	
Some College / Vocational School:	14%	

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed full time:	41%	Estimates from 2012 survey (140 responses)
Adults who are employed part time:	14%	
Adults who are retired:	37%	
Full time homemaker:	4%	
Student	4%	

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

We have primarily healthcare professionals, computer technology professionals, teachers, and various business and nonprofit professionals or trade-persons.

**Describe the mix of ethnic heritages in your congregation, and the overall racial make-up.**

Primarily Caucasian of European descent. We welcome new visitors to our church and are hopeful that we can increase the diversity of our members in coming years.

**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)?**

In 2015 the congregation approved the motion to be “Open and Affirming” to all races, ethnicities, religions, genders, gender identities, and all other identities.

We have not had congregation-wide conversations about racial or ethnic diversity, but we are open to doing so.

### 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? (list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)
Adult Groups or Classes Lunch Bunch Men's Group Book Group Gardening Angels Wednesday Adult Ed Lenten Series	10-15 6-8 5-10 3-5 8-10 10-15	Nurture Ministry Team Senior Minister Self led by group Self led by group (and weeds) Led by church member Led by Justice and Peace Ministry Team or Senior Minister
Baptisms ( <i>number last year</i> )	4	Senior Minister
Children's Groups or Classes Sunday School for Children	10-15	Christian Education Ministry Team & temporary Sunday School Coordinator
Christmas Eve and Easter Worship	227 Christmas Eve; 204 Easter	Senior Minister and Music Director
Church-wide Meals	50-100	Various committees or teams depending upon the occasion
Choirs and Music Groups	15 choir; 10 bell choir; 1 organist & 1 pianist	Music Director
Church-based Bible Study	none	
Communion ( <i>served how often?</i> )	Monthly	Senior Minister; preparation of elements by Worship Ministry team
Community Meals	n/a	
Confirmation ( <i>number confirmed last year</i> )	6	Senior Minister
Drama or Dance Program	n/a	
Funerals ( <i>number last year</i> )	5	Senior Minister
Intergenerational Groups	n/a	

Outdoor Worship (Easter Sunrise)	39	Senior Minister and Music Director
Prayer or Meditation Groups	none	
Public Advocacy Work	none	
Retreats	none	
Service with Communion in Senior Living Community	10-15, monthly	Senior Minister and Visitation Minister
Weddings ( <i>number within the last year</i> )	1	Senior Minister
Worship (time slot: 10-11:00AM)	Average of 99 in 2018	Senior Minister and Music Director
Young Adult Groups or Classes	none	
Youth Groups or Classes Sunday School for youth Youth activities (some open to outside youth)	5-10 8-20	Christian Education Ministry Team
Other Pilgrimage to Jordan & Israel (2019)  Outdoor Concerts in summer	17  50-150	Led by our Interim Minister and his wife (also a UCC minister) Concert Committee

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- or Four-Way Covenant?	Ministry Setting	Type of Ministry Role	Retired? ( <i>Y or N</i> )
Dennis Tooley	No	None	None	Yes
Kitty Burbo	No	None	None	Yes
Barry Hanke	No	None	None	Yes

**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:** No previous ministers are currently members.

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staff person serves as head of staff.

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Visitation Minister	No	Part time	Senior Minister	1 year
Administrative Assistant	No	Full time	Senior Minister	15+ years
Music Director	No	Part time	Senior Minister	1 year (see note 1 below)
Interim Organist	No	Part time	Senior Minister and Music Director	1 year, temporary
Piano accompanist	No	Part time	Senior Minister and Music Director	1 year
Nursery staff	No	Part time	Senior Minister	3 years
Sunday school coordinator	No	Part time	Senior Minister	Less than one year, temporary (see note 2 below)

**Note 1:** Prior to becoming the Music Director, the individual was on staff for 9 years as the adult and youth handbell choirs director and children's choir director, and continues to perform these functions in addition to her responsibilities as Music Director.

**Note 2:** We had a Faith Formation and Family Engagement Director who recently resigned from the full time, non-called position. We have decided not to fill this position pending the arrival of a new minister. Some of the duties are being filled by a temporary Sunday school coordinator. The Personnel Committee is considering a temporary position to provide youth programming. The new minister will help guide us to determine future staffing.

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

We have an active ministry as represented by the numerous ways we have of gathering. As our congregation ages, we see the need for more, younger people joining our church family to continue to sustain the ministries of our church.

**3e. CHURCH FINANCES**

Current annual income (for fiscal year ending 12/31/2018)

Source	Amount
Annual Offerings and Pledged Giving (\$279,774 from pledged giving)	\$306,681.76
Endowment Proceeds (investment income)	\$9,710.40
Endowment Draw ( <i>beyond what is permitted by spending policy</i> )	\$0.00
Fundraising Events (all special offerings including holidays, 4 UCC programs, and undesignated memorials)	\$14,279.80
Gifts Designated for a Specific Purpose (designated memorials)	\$12,466.06
Grants	\$0.00
Rentals of Church Building	\$146,606.82
Rentals of Church Parsonage	n/a
Support from Related Organizations ( <i>e.g. Women's Group</i> )	\$0.00
Transfers from Special Accounts	\$0.00
Other (investment income other than endowments):	\$9,693.03
Other (misc. income, rebates, refunds, etc):	\$6,715.00
<b>TOTAL</b>	<b>\$506,152.87</b>

**Current annual expenses** (budget for fiscal year 2019): \$454,410.

Note: We do not budget for special offering recipients. All money received from the special offerings are given to the recipient.

.

**Attach most recent church budget** (Major 2019 budget categories follow. The detailed 2019 budget will be provided upon request)

**2019 Budget**

<b>Expense</b>	<b>Amount</b>
A. STEWARDSHIP	\$19,000
B. MN CONFERENCE	\$4,375
C. STRATEGIC PLAN	\$13,000
D. WORSHIP	\$13,000
E. CHRISTIAN EDUCATION	\$3,850
F. YOUTH	\$1,500
G. ADULT EDUCATION	\$400
H. NURTURE	\$1,500
I. JUSTICE AND PEACE	\$2,000
J. STAFF COSTS	\$249,260
K. ADMINISTRATION	\$30,415
L. OFFICE EXPENSES	\$15,700
M. PHYSICAL EXPENSES	\$59,500
N. MONITORING	\$4,000
O. REPAIRS	\$7,000
P. GROUNDS	\$11,000
Q. EQUIP/NEW- REPLACE	\$0
R. MAJOR MAINT 2%	\$8,910
S. COMM / TECH	\$10,000
Total	\$454,410

**Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage?** 27.7%

**Has the church ever failed to pay its financial obligations to a minister of the church?** No

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

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

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

We have \$15,000 in our annual budget for OCWM. In addition for 2019, we are giving an additional \$15,000 from our 2018 budget surplus.

**What is the church's current indebtedness?** None

**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.**

As part of our Strategic Plan, we have recently upgraded our worship space by enhancing our lighting, video capabilities and sound. We are currently exploring other changes to our sanctuary, including replacing some pews with chairs, expanding the chancel space, adding a ramp into the chancel, as well as updates to our Narthex and youth spaces.

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

Year(s)	Purpose	Goal	Result	Impact
2014 - 2015	Bathroom renovations	\$40,000	>\$30,000	Bathrooms are modern and inviting
2009	English handbells	\$25,000	\$17,880	Purchased 4 octaves

**If a capital campaign is underway or anticipated, describe:** None

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

**What is the market value of the assets?** \$205,972.11

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

**What is the percentage rate of draw (last year, compared to 5 years ago)?** 0%

**Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years:** None

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

Please comment on the above calculations or estimates:

## Other Assets

**Reserves (savings):** \$42,391.37

**Investments (other than endowment):** \$223,239.34

**Does your church have a parsonage?** No

**Describe all buildings owned by the church:**

The church was built in 1964. It has an upper and lower level. The upper level contains the sanctuary, narthex, parlor, classrooms, chapel with its own organ, and an office suite. The lower level contains classrooms and a large Fellowship Hall with a commercial kitchen. On the church grounds are a fenced playground, a Memorial Garden and columbarium, and an urban forest.

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

**Which spaces are accessible to wheelchairs?**

In 2005-2007 major structural upgrades occurred to the church with the addition of an elevator, accessible entrances, and accessible bathrooms and a shower. Upgrades we are exploring for the sanctuary would include making the chancel handicap accessible.

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

The church is financially stable and members are generous, both internally to the church as well as to external beneficiaries.

### 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.

- We are proud to have just celebrated the 160th anniversary of being a church in Rochester with events throughout the year. Our church has been in existence longer than Minnesota has been a state. As one of the earliest churches in Rochester, our church is proud of its past and excited for the future.
- Becoming open & affirming and the thoughtful discerning method used to arrive at our ONA Covenant, where members of the ONA team met one-on-one with members of the congregation, respectfully listening to each one about their thoughts on the subject.
- The church has been challenged by significant staff transitions in recent years with the short tenures of two settled ministers. Also our organist returned to South Korea because of significant medical issues. There have been other staff changes such as our music director and bookkeeper (member due to illness).

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

In the past few years, our church has transitioned between tenants for the physical space we are leasing. Currently, the Rochester Arts and Sciences Academy (RASA), a K-5th grade school, enjoys the use of all of our downstairs, along with classrooms located on our main level. Our church has successfully managed this lease agreement and it is mutually beneficial for both parties involved.

#### **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.**

Our congregation values each person’s opinion. This is accomplished through open (small group) discussions, discussions within Ministry Teams or Cabinet, and communication to the congregation.

## Ministerial History (Senior Ministers)

Staff member's name	Years of service	UCC Standing (Y/N)
Rev. Garth Schumacher (interim)	2017- present	yes
Rev. Dr. Teresa Roberts	2013-2017	yes, Dual PCUSA
Rev. Garth Schumacher (interim)	2011-2013	yes
Rev. Ronald Meyer	2007-2010	yes
Rev. Diane Harvey	1989-2006	yes
Rev. Alan McCain	1979-1988	yes; now deceased

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

We appreciate the importance of transparent communication of the congregation with the minister and the importance of the minister connecting with each person in the congregation.

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

Reverend Meyer left after three years of ministry with an amicable separation agreement.

### **Has your church been involved in a Situational Support Consultation? No**

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

## 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?**

Our church participates in outreach activities in the community. Some examples are:

- Channel One - Support this food bank and food shelf through our monetary and in-kind donations, as well as providing monthly volunteers in the repack room. We were recently named Volunteer of the Year.
- Women’s Shelter and Support Center - Help homeless individuals and women in crisis with monetary and in-kind support.
- Partner Kids- Participate as volunteers by mentoring elementary students at one of the city’s most diverse schools.
- Urban Forest- We are in the process of transforming the wooded hillside behind our church into an urban forest with areas for meditation and for outdoor activities for children. The community will be invited to come and enjoy.
- Interfaith Hospitality Network: We participated as a host church 2001-2016. We still have members participating through another church.
- Relay for Life - Cancer support
- Peace Plaza demonstrations in support of our concerns, including March for Our Lives
- A special offering in 2017 allowed us to assemble disaster relief buckets to aid those affected by hurricanes Harvey and Irma.

**Additionally, the church building is also being used by the community:**

- RASA (Rochester Arts and Science Academy)
- You Betcha Cupcakes
- Al-Anon meetings
- Music lessons, various recitals, and practice space for instrumental groups

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

- Minnesota Conference UCC Annual Meeting
- Minnesota Conference UCC Board of Directors (conference moderator and chair of board), Committee on Ministry, Finance Committee, and Racial Justice Team (co-chair)
- Conference Youth event
- UCC National and Regional Youth Event
- Minnesota Conference Church Camp at Pilgrim Point
- UCC General Synod delegate

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 checked="" 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 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?**

Regarding GISS, although we have not gone through the formal process, we frequently use the “God Is Still Speaking” theme and materials, including a poster proclaiming its message. We are open to learning more.

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

- Senior Minister participated in local Ministerial Association
- Youth mission trip (when able)
- Handbell choir provides several benefit concerts each year

**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 mission statement is in need of updating. Our statement is:

This church shall bind together followers of Jesus Christ for the purpose of making God's will paramount in our lives.

**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?**

Due to our recent changing ministerial leadership, community ministry hasn't been an important part of their work. We are hoping our settled minister will engage in community ministry.

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

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

Community inclination indicators show some preference for a more global focus (vs local) and a preference for addressing the concerns/needs of others (vs self interests). With our congregation's inclination towards mission activity, this could offer an opportunity for our church to identify with a specific need/cause in the community. Ministry priorities show strong preferences for warm and friendly encounters, quality of sermons, opportunities for volunteering in the community, and adult social activities. These align with our ministry goals, where we need to continue to focus.

**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?**

For the most part, our age demographics align within the community, with the exception of the group aged 65 and older, where we are higher in population (38% vs 15.6%). While the Rochester community is growing more diverse every year, the diversity within our congregation lags, and thus offers a potential opportunity of growth.

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

This is not one of the challenges we've addressed during our interim ministry.

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

- We have a strong relationship with mission organizations such as Channel One.
- We are not afraid to facilitate discussion of important topics affecting our community such as affordable housing in the wake of DMC (In the City for Good), embracing diversity, etc.

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

Most new members respond favorably to the existing membership being very welcoming to them, the presence and involvement of youth in our ministry, and the ability to become involved immediately based on their interests.

## 5. REFERENCES



Name up to three people who have agreed to serve as phone 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. Obtain agreement from each reference to receive phone calls from selected candidates.

### REFERENCE 1

**Rev. Dr. Dick Eick, Visitation Minister, The Congregational Church**

2533 Eagle Ridge Dr. #307, Red Wing, MN 55066

Cell: 651-385-7844

Email: [pastordick@yahoo.com](mailto:pastordick@yahoo.com)

Rev. Dr. Dick Eick has been our Visitation Minister since September 2017, primarily providing pastoral care for the elderly and homebound of the congregation. Dick was appointed as our Visitation Minister after serving as the Bridge Minister for our church following Rev. Dr. Teresa Robert’s retirement on disability in the Spring of 2017.

Rev. Eick retired to Red Wing, MN in 2008, after serving sixteen plus years as the Senior Minister of Zion UCC in Waukon, IA. He served only three congregations during his four decades of active ministry. In his service to the Conference during these many years, Pastor Dick especially enjoyed being a member of Church and Ministry Committees and serving as a mentor to Members in Discernment. We are fortunate to have this kind, humorous, and intelligent minister in our midst.

## REFERENCE 2

### **Sue Wold, former Congregational Church member**

2708 E. Tranquility Pl., Sioux Falls, SD 57108

Cell: 507-993-5819

Email: sfwold@msn.com

Sue Wold, her husband, and children were active, long time members of The Congregational Church with the children baptized as infants in our church. They moved away in 1997 and returned to Rochester eleven years later. During the years prior to their move and after their return, Sue was active on a number of committees, as well as other church activities such as singing in the choir and being a Gardening Angel. She was elected as Vice Moderator of Cabinet in 2013, becoming the Moderator in 2014. In 2017 they moved again, back to their home state of South Dakota. Sue was involved in many aspects of our church life and understands the church activities and interactions within our church population.

## REFERENCE 3

### **Rev. Dr. Bruce Buller, Ordained Elder, United Methodist Church**

1900 Ballington Blvd. NW #114, Rochester, MN 55901

Cell: 507-535-2086

Email: bullerbg@aol.com

Reverend Bruce Buller is an Ordained Elder for the United Methodist Church; Minnesota Conference. Over the last 10 years, Reverend Buller has provided pulpit support for the Rochester Congregational Church U.C.C. His longest period of ministry support was as a bridging minister for 10 weeks while the congregation completed a search for an interim pastor. During this time, Reverend Buller performed Sunday worship, visitation, and youth confirmation classes. Reverend Buller remains a friend of the church attending numerous music program offerings and most recently, our sunrise Easter service on April 21, 2019.

## 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

Light our way Gracious God, and guide us as we move into a new era of ministry. May your peace surround us and your wisdom direct us in our decision making. And may Christ's love continue to nourish our Church, today, tomorrow and always.

Amen

## 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?

The Pastoral Search Committee completed the Local Church Profile with input from:

- Vitality Team
- Congregation from review of an initial draft of profile in 2018
- Personnel Committee
- Cabinet

2. Additional comments for interpreting the profile:

Signed: Mark Klarich, Pastoral Search Committee Chair, May 22, 2019

### 6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: True. They are very engaged with the Conference.

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

Staff Comment: True.

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

Staff Comment: True.

My signature below attests to the above three items.

Signature: 

Name / Title: Rev. Richard Wagner / Associate Conference Minister

Email: rickw@uccmn.org

Phone: 612-871-0359

Date: May 22, 2019

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*