

## 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**

Keystone United Church of Christ  
Keystone, SD

Name of Position Opening: Minister

South Dakota Conference  
Black Hills Association

4/2/20

### 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)*

### INSTRUCTIONS

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

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

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

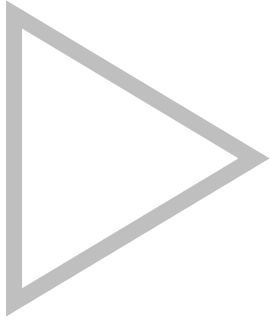
Some questions are easy to answer. Some are not so easy. Prompts are provided to stimulate narrative response if needed; these italicized prompts are merely examples from which to choose or to inspire your own. Efforts to answer the questions will prompt conversations and explorations and story-tellings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

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

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

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

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



## **1. POSITION POSTING**

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

### **1a. LISTING INFORMATION**

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**Church name:** Keystone United Church of Christ

**Street address:** 402 Blair St. Keystone, SD 57751 **Supplemental**

**web links:** [www.keystoneucc.com](http://www.keystoneucc.com)

[www.facebook.com/KUCC.SD/](https://www.facebook.com/KUCC.SD/)

**Additional ecumenical affiliations (e.g. denominations, communions, fellowships):** None

South Dakota Conference

Black Hills Association

UCC Conference or Association Staff Contact Person:

Samantha Houser [samantha@ucctcm.org](mailto:samantha@ucctcm.org)

### **Summary Ministry Description:**

The Keystone UCC is seeking someone who will embrace our congregation and provide pastoral guidance and relatable worship for all ages of the congregation. Someone who is willing and enthusiastic to be involved in the church, our youth and the community. We value someone who can contribute ideas, leadership and knowledge, who is rooted in Christ's teachings and God's message and who will walk alongside us in our spiritual journey of faith!

**Photographs:**



**What we value about living in our area (2 – 3 sentences):**

We consider ourselves blessed to live and worship in the heart of the Black Hills of South Dakota. We live in a very unique area, full of beauty, opportunity, a wonderful community,

great schools and a local tourism industry that allows us to meet travelers from all over the world as they pass through our area. We are proud to welcome them all!

**Current size of membership:** 63

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

**Position Title:** Part time 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:**

½ Time

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

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

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### **Half time PASTORAL POSITION**

**(20-25 hours weekly / 5-6 units)**

- 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, children's time, communion etc.
- Faith formation and vitality through prayer, Bible study, Youth Group and activities, service, identifying helpful resources and opportunities and helping lay persons take advantage of them.
- pastoral care in collaboration with lay people to those who are sick, elderly, or grieving.
- Participate in community activities and wider church activities such as committee meetings and church events while also attending conference and association meetings as time permits.
- Energizing and deepening the spiritual connections and faith understandings of others in all they do, contributing ideas and promoting church outreach, stewardship and the congregation's spiritual growth.
- Prepare and perform special services such as weddings, funerals, and baptisms.

### **Core Competencies:**

*(List three core competencies that you imagine could be foundational in your next minister's relationship with the church. For example, a church seeking a pastoral care minister might hope to call someone who is caring, sensitive and sociable, while a church seeking an executive minister might want an organized, detail-oriented and timeconscious person.)*

\*Knowledgeable- having good understanding of the Bible, rooted in Christ's teachings and able to deliver God's message.

\*Compassionate- showing kindness, caring and willingness to help others in their time of suffering or misfortune.

\*Involved- actively and enthusiastically participating in every aspect of the church as well as showing interest and involvement in the community.

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

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**Salary Basis** *(from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance):* \$21,000

**Benefits:** No Benefits

**What is the expected living situation for your next minister** *(e.g. parsonage, living nearby with a housing allowance, living elsewhere to commute as needed)?*

There is no parsonage to offer, therefore the next minister will find their own housing and commute as needed. A housing allowance was considered in the Cash Salary offer.

**Comment on the residential/commuting expectations for your next minister.** The next minister will commute as necessary.

**State any incentives** *(e.g. school debt reduction or retention bonus after a certain number of years in position):*

A pay raise will be considered each year in the position after review from the Pastoral Relations Committee.

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

That information will be supplied by the conference.

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

We understand that the new minister may need to seek additional employment to supplement their income. We are supportive of that decision so long as the obligations to the church are fulfilled and every effort is made to attend church and community functions. Fortunately, there are many opportunities for employment in the area, especially summer seasonal employment.

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

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

We envision our next minister to be a part of setting new goals and objectives and helping to attain them, contributing ideas for more effective community outreach, youth leadership and providing relatable worship to all ages of the congregation.

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

Our vision of the next minister is that of someone who is willing to work alongside of us, contributing ideas to help lead us in being more proactive in community outreach as well as missionary work within our local communities and beyond.

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

As an English-speaking congregation, we will require an English-speaking minister to deliver the message and communicate effectively.



**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.**

## **MARKS OF FAITHFUL AND EFFECTIVE AUTHORIZED MINISTERS IN THE UNITED CHURCH OF CHRIST**

### **EXHIBITING A SPIRITUAL FOUNDATION AND ONGOING SPIRITUAL PRACTICE**

- Loving God, following Jesus Christ, and being guided by the Holy Spirit; living a life of discipleship.
- Praying actively and nurturing spiritual practices.
- Being called to ordained ministry by God and the Church.
- Continuing discernment of one's call in community.
- Understanding the power of the Holy Spirit at work through the elements of Christian worship to nurture faith.
- Exhibiting a commitment to lifelong spiritual development and faithful personal stewardship.

### **BUILDING TRANSFORMATIONAL LEADERSHIP SKILLS**

- Empowering the Church to be faithful to God's call, reflective of Christ's mission, and open to the surprises of the Holy Spirit.
  - o Strategically creating the future of God's Church.
- Witnessing in the public square to God's redeeming power.
- Performing necessary and appropriate administrative tasks.
- Working collaboratively with intercultural awareness and sensitivity.
- Encouraging leadership development of self and others through continuing education and lifelong learning.

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

- Drawing on the ministry of Jesus Christ to confront injustice and oppression.
- Practicing the radical hospitality of God.
- Identifying and working to overcome explicit and implicit bias in the life of the Church.
- Understanding community context and navigating change with a community.
- Engaging in mission and outreach.
- Building relationships of mutual trust and interdependence.

## STRENGTHENING INTER- AND INTRA- PERSONAL ASSETS

- Developing and maintaining a healthy sense of self as shaped by God, community, and life experiences.
- Living in relationships of covenantal accountability with God and the Church.
- Exhibiting strong moral character and personal integrity.
- Respecting the dignity of all God's people.
- Understanding and ministering to stages of human development across the life span.
- Demonstrating excellent communication skills.

## 2. WHO IS GOD CALLING US TO BECOME?

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

### **Who is God calling you to become as a congregation? Ephesians**

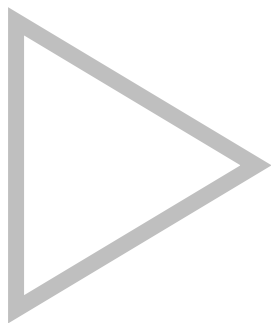
4:1-3

As a prisoner for the Lord, then, I urge you to live a life worthy of the calling you have received. Be completely humble and gentle; be patient, bearing with one another in love. Make every effort to keep the unity of the Spirit through the bond of peace.

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

Our Youth Group has been successful in reaching youth not just in our church but also in the community outside of church members. It is an opportunity for us to reach other members of the community and make a positive impact on our youth while introducing them to their own walk of faith. We saw the need for restructuring and reorganizing the program to offer Youth Group in a responsible and constructive way. We are currently in the process of doing so and would value the input from our next minister.

### 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

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##### **Describe your congregation’s life of faith.**

The purpose of this church shall be to worship God, to preach the Gospel of Jesus Christ, and to celebrate the Sacraments, to realize Christian fellowship and unity within this church and the church of Universal; to render loving service toward all people, and to strive for righteousness, justice and peace.

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

The Keystone UCC is a very unique church with a very diverse congregation of people. As a whole, the congregation is friendly, welcoming and accepting of one another as well as visitors to our church. We work well together to keep the church running smoothly, offer love and provide support to our members and community. We are invested in our youth and are encouraging of their personal and spiritual growth. Most of all, we are faithful followers of Christ who join together in the call to worship!

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

Before church begins there is a time of treats and fellowship as guests are welcomed and everyone greets one another. Worship takes place in the upstairs sanctuary of our beautiful 125-year-old church. Our worship service is based around the word of God, music and prayer. Children’s time brings the little ones to the front of the church for a brief, age appropriate sermon before they go downstairs for Sunday School. Everyone

through the door is welcome. We truly enjoy our time of fellowship and worship together.

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

We are active in providing encouragement of spiritual growth through Bible Study, Sunday School, and Youth Group. Currently, we are working on restructuring our Youth group in which we want the new minister to play an active role.

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

We have an administrative board who is responsible for the majority of the decision making for the inner workings of our church. Board members and committee members are voted on through a Democratic process and the Minister is an ex officio member of all committees.

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

2hours

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

In 2002, a fire broke out near Keystone engulfing 6,600 acres and threatening many homes. Our church ladies aid acted quickly coordinating and providing food and beverage for the many people who were forced to evacuate their homes and who were temporarily being housed at the Keystone Community Center. Our church has been called upon over and over again by the community in times of need to provide food, support or financial funding in dire situations. We always do our best to come together and provide any support that is needed. These things are accomplished by the stewardship, generosity and selflessness of our 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/No]**

Yes

### 3b. 11-YEAR REPORT

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

Church#: 720720

Assoc: 720 Schedule: 0 Keystone Congregational UCC Keystone SD 57751

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH	FORM	CONFIRMATION	CONFESSION	REAFFIRM	TRANSFER OR	DEATHS OR TRANS	OTHER LOSSES	NET MEMBS ADDS- REMOVED
2008	63	44	12	0	0	2	2	0	0		
2009	78	52	10	9	1	5	0	0	15		
2010	73	48	22	0	0	6	5	6	-5		
2011	72	50	20	0	0	2	3	0	-1		
2012	62	54	20	0	0	0	0	10	-10		
2013	76	50	20	7	0	11	2	2	14		
2014	75	40	31	0	0	1	1	1	-1		
2015	74	40	28	0	0	0	1	0	-1		
2016	74	40	23	2	0	0	2	0	0		
2017	64	43	0	0	0	0	2	8	-10		
2018	64	43	0	0	0	0	0	0	0		

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	\$27,453	\$0	\$500	\$2,572	\$3,072	\$2,866	\$5,938	1.82	\$33,391	\$21,707
2009	\$31,167	\$0	\$500	\$1,586	\$2,086	\$3,167	\$5,253	1.60	\$36,420	\$33,579
2010	\$35,501	\$0	\$500	\$2,173	\$2,673	\$1,046	\$3,719	1.41	\$39,220	\$38,442
2011	\$32,120	\$21,393	\$600	\$5,157	\$5,757	\$3,300	\$9,057	1.87	\$62,570	\$42,210
2012	\$47,245	\$0	\$700	\$2,177	\$2,877	\$3,538	\$6,415	1.48	\$53,660	\$53,762
2013	\$37,764	\$44,285	\$800	\$1,628	\$2,428	\$2,872	\$5,300	2.12	\$87,349	\$48,820
2014	\$46,233	\$0	\$900	\$1,531	\$2,431	\$2,819	\$5,250	1.95	\$51,483	\$40,431
2015	\$41,474	\$0	\$1,000	\$476	\$1,476	\$4,507	\$5,983	2.41	\$47,457	\$40,393
2016	\$12,716	\$14,369	\$110	\$13,190	\$13,300	\$20,500	\$33,800	0.87	\$60,885	\$39,454
2017	\$12,716	\$0	\$1,100	\$446	\$1,546	\$0	\$1,546	8.65	\$14,262	\$0
2018	\$12,716	\$0	\$0	\$0	\$0	\$0	\$0	0.00	\$12,716	\$0

% CHANGE	AVG WEEKLY MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	TOTAL CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2013-2018	-15.79	-14.00	-100.00	-100.00	-100.00	-66.33	-100.00	-85.44
2008-2018	1.59	-2.27	-100.00	-100.00	-100.00	-53.68	-100.00	-61.92

### 3c. CONGREGATIONAL DEMOGRAPHICS

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

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	40	yes
Number of active non-members:	20	yes
Total of church participants (sum of the numbers above):	60	yes

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

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	40	yes
Less than 10, more than 5 years:	10	yes
Less than 5 years:	10	yes

**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>
10	2	6	6	6	7	7	6	10	yes

**Percentage of adults in various household types:**

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	1%	Yes
Households with minors:	50%	Yes

Single adults age 35-65:	4%	Yes
Joint households with no minors:	40%	Yes
Single adults over 65:	5%	Yes

**Education level of adult participants by percentage:**

		<i>Is this number an estimate? (check if yes)</i>
High school:	50%	Yes
College:	40%	Yes
Graduate School:	5%	Yes
Specialty Training:	5%	Yes
Other (please specify):		

**Percentage of adults in various employment types:**

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	60%	Yes
Adults who are retired:	30%	Yes
Adults who are not fully employed:	10%	Yes

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

The people of our congregation range occupationally including areas of the tourism industry, medical field, manual labor, education, students, unemployed, self-employed, retired, etc.

**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?** We would agree that we are a fairly mono-cultural group, however, we consider ourselves diverse politically, financially, racially, etc. We hold a vast diversity of beliefs and opinions. As a congregation, we choose to commit to a common practice of acceptance and respect for one another and our neighbors.

**Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one on the near future (perhaps using, for example, the Welcoming Diversity Inventory)? Please note the date. Comment after the exercise:**

We have not had an official conversation about this as it has not been an issue. We believe our church is open and accepting of diversity. Our community revolves around tourism and our church welcomes visitors from all over the world as well as temporary residents who visit our church while working in the community.

### 3d. PARTICIPATION AND STAFFING

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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? <i>(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</i>
Adult Groups or Classes	5	Kelsey McDaniel
Baptisms <i>(number last year)</i>	50-100	Pastor
Children's Groups or Classes	5-30	Pastor/Sunday School leader
Christmas Eve and Easter Worship	100-1000's	Pastor/(see note in comments below)
Church-wide Meals	20-100	Congregation
Choirs and Music Groups	10-20	Halley Family
Church-based Bible Study	-----	



Communion ( <i>served how often?</i> )	25-100	Deacons
Community Meals	-----	
Confirmation ( <i>number confirmed last year</i> )	50-100	Pastor
Drama or Dance Program	100+	
Funerals ( <i>number last year</i> )	50-100+	Pastor/Ladies Aid
Intergenerational Groups	-----	
Outdoor Worship	-----	
Prayer or Meditation Groups	-----	
Public Advocacy Work	-----	
Retreats	-----	
Theology or Bible Programs in the Community	-----	
Weddings ( <i>number last year</i> )	100+	
Worship (time slot: _____)	60	
Worship (time slot: _____)	60	
Young Adult Groups or Classes	-----	
Youth Groups or Classes	20-30	
Other	-----	

**Additional comments:**

Typically, our church hosts several functions throughout the year including Baptisms, Weddings, etc. Our Easter Sunrise Service has historically been held at the Mt. Rushmore auditorium in conjunction with the Hills Parish, drawing thousands of people to attendance. The offering is then given to a local mission.

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

Name	Three- or FourWay Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Rev. Jodie Olson	3 Way	Church	Pulpit Supply	No

**If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation: None**

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

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
N/A				

## REFLECTION

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

As a small church we have areas where we really excel and we have areas where we could use some growth and development. We have a core group of people who are very dedicated to the life of the church. We need to encourage and motivate others to get more

involved. We need to work on our community outreach and to support and encourage new memberships as well as new mission opportunities.

### 3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$43,663
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	N/A
Endowment Draw ( <i>beyond what is permitted by spending policy, “drawing down the principal”</i> )	N/A
Fundraising Events	\$11,400
Gifts Designated for a Specific Purpose	\$25
Grants	N/A
Rentals of Church Building	N/A
Rentals of Church Parsonage	N/A
Support from Related Organizations ( <i>e.g. Women’s Group</i> )	N/A
Transfers from Special Accounts	N/A
Other (specify):	N/A
Other (specify):	N/A
<b>TOTAL</b>	<b>\$55,063</b>

**Current annual expenses (dollars budgeted for most recent fiscal year):** \$53,390 *Attached is our 2020 budget.*

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

30%

**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)* Yes.

☒ 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%)* \$1100 a year is budgeted for this.

**What is the church's current indebtedness?**

No debt.

**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.**

Currently, the entryway is being redone. This projected is paid for and there are no other building projects projected at this time. Our little 125 year old church has come a long way and seen many updates throughout the years.

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

Year(s)	Purpose	Goal	Result	Impact
N/A		\$	\$	

N/A		\$	\$	
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If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
N/A		\$	\$	
N/A		\$	\$	

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

N/A

**Does your church have an endowment?**

No.

**What is the market value of the assets?**

N/A

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

N/A

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

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

N/A

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

N/A

**Please comment on the above calculations or estimates:**

N/A

## Other Assets

**Reserves (savings):** \$21,400

**Investments** (other than endowment):

Marketable securities in the value of \$18,270

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

Fair market rental value of the parsonage:

How is the parsonage used?

Street / City / State / Zip:

Finished square footage:

Number of Bedrooms, Number of Bathrooms:

Assessed real estate value:

Available for minister residence: Y/N

Expected minister residence: Y/N

Condition of structure, systems and appliances

Entity in the church responsible for review and needed repairs

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

The church building itself.

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

**Which spaces are accessible to wheelchairs?** (*worship space, pulpit, fellowship space, facilities, etc.*)

The sanctuary and basement of the church are wheel chair accessible and there is an accessible elevator from one floor to the other. The facilities on both floors are wheel chair accessible as well. The pulpit is not, but could easily be altered to accommodate.

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

Our church is very active in fund raising and makes a point of trying to be within our budget. Historically, our church has gone through some very dire times financially and recent generations of church members have made it a point to get our church to a place of financial stability and maintain that as such. Our board creates and approves the budget for each year. Many ministry initiatives are included in the budget for each year.

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

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

(Provided by our church historian – Eileen Roggenthen)

1. The closing of the Holy Terror Mine in 1903 devastated our church membership as the many men who worked there packed up their families and left the community in search of work. Affording a pastor had always been a struggle; now it was next to impossible. Church members, and especially the Ladies' Aid sustained the church without much available permanent pastoral guidance. Some current members have ancestors who kept the struggling church afloat, and they continue to pitch in where needed.

The church was barely active for 25 years, yet an amazing set of records survived, being passed from lady to lady as they moved away or became older, or eventually died. For a small church, our members have an amazing sense of duty and loyalty to the church, and maintain a strong commitment.

Our Administrative Board and core group continue to play a significant part in the church, and these dedicated people are invaluable to the pastor.

2. In the winter of 1997, we had three Sundays where we had 7, 9 and 7 members in attendance. Indifference, apathy, in-fighting, and even death had taken a toll on our members' faith and commitment. We faced the same loss of membership as the church did in 1903. In spring 1997, Wanda Wilhelms took it upon herself to revitalize our church, inviting her family and friends to also join. Those of us who were among the seven or nine recognized how easily members can stray, lose interest or be affected by infighting. Many of those who chose to join and help us again be a vital church recognized, as well, how important maintaining a vibrant, engaged congregation is to growth. We are a loving church family very cognizant of the need for comity, and the need to avoid disputes and feuds.

3. Sunday school and Youth Group have been important to the church from the very beginning. Even when no regular pastor was available, the church held Sunday school classes for all ages. Interestingly, the Sunday school offerings were a significant contribution to the church budget in the early years. A number of years ago, the Administrative Board voted to pay full camper fees for our young people to attend Placerville Church Camp each summer. The decision strengthened youth involvement and commitment. Grand Camp has become exceedingly popular, and gets our kids in the camper mode early. As camp tuition has risen, we have had to ask families to share more of the cost, but still budget and raise camp funds through our Variety Show and individual donations.

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

In 2008, both churches in the Hills' Parish felt they could support their own part time pastor. This was after nearly 60 years of sharing a pastor. There was not a lot of trepidation, but rather enthusiasm and excitement about this new phase of our growth. There is just something about forging ahead that entices others to join in. Just like in 1895, we were taking on the burden of

our own parish. Fortunately, we chose a fine pastor who was especially instrumental in building our youth program. Our most recent pastor continued the growth and vitality. The decision to maintain our own church and pastor has put us where we now are at our 125th anniversary as a church family.

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

We are a very close-knit congregation or “church family” as we refer to ourselves, that practices respect for everyone’s values and opinions. We try to resolve conflict in a respectful manner, following our “by-laws” and keeping our shared faith in God as our guiding example. If a conflict can not be resolved in a casual manner then it will typically go before the board to decide on a resolution.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
John DeGroff	2012-2019	N
Charles Landon Jr.	2007-2012	N
Mitch Behringer	2003-2007	Y
Barbara Gammeter	1994-2002	N

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

We value someone who is committed to the good of the church, the congregation and the community. Someone who is willing to engage as a leader while working alongside the church board and members, communicating openly and effectively for the good of the church.



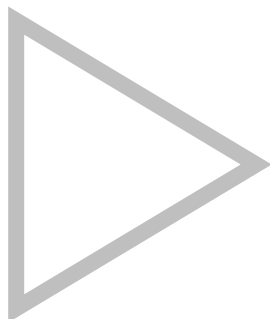
**Has any past leader left under pressure or by involuntary termination?** No

**Has your church been involved in a Situational Support Consultation?** Yes.

Feel free to ask us about this.

**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**

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

Our church and congregation are active members of the community offering help and support in any way we are able. A few examples of our service locally would be rotating volunteers to feed our youth group weekly, providing fruit baskets to shut-ins during our annual Christmas caroling, participating in the clean-up day at Placerville Church Camp, putting on funeral luncheons, and our Christmas mitten tree. On a global level we participate in the Operation Christmas Child shoebox program, and HOW (Help Orphans and Widows).

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

We ask that the minister make an effort to attend conference and association meetings.

The church offers support to pay the fees for 2 delegates to attend the meetings.

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

Most of our efforts are focused on impacting the local and surrounding communities.

**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?**

In the future, we would be open to learning more about the mentioned programs and possibly making them part of our witness into the wider community.

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

We work alongside other churches within our own community and surrounding communities. We work with Our Lady of Mt. Carmel Catholic Church for joint fundraising efforts, funeral luncheons, and other community needs. We support the School of Mines Campus Ministry financially and by providing meals and support. We organize and execute the Easter Sunrise Service at Mt. Rushmore in conjunction with the Hermosa UCC and the Little White Church of Hill City.

**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 congregation spends a lot of time engaging in many different activities, not only meeting our mission statement but going above and beyond that. From church services, board meetings, church events, fundraising opportunities, pot lucks, community involvement as well as planned "get-togethers," the hours spent are endless and welcomed!

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

The expectations that the church has for the minister are clearly aligned in the Pastoral contract. The Pastor then gives a Pastor's report at the monthly board meeting describing the details of his ministry and church and community involvement. This helps keep the minister as well as the church accountable for the expectations on the minister's time.

## 4b. MISSION InSite

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

We live in a very small but thriving community. Our population is forecasted to have moderate growth over the next ten years including a moderate increase in school aged children. This shows opportunity for church and congregation growth as well as the possibility for more children to be involved in Sunday School, Youth Group, etc. The general level of education for adults age 25 and older is High, poverty in our area is significantly low compared to the state average and family income is projected to be somewhat greater in the next ten years. All of the above are indicating that our area is and continuing to thrive. We have a nice balance in the work force with the Blue to White collar jobs being closely split. The average age of population is 44. Our area has a lot of potential and opportunity for ministry. We hope with the right person leading the ministry at our church we can continue to minister in our church and community and find new ways to grow our ministry and its outreach.

### **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?**

The internal demographic of our church parallels the neighborhood and communities around our church. The diversity of the racial/ethnic mix in our area and within our congregation is very homogeneous with a predominantly white population.

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

Currently and historically, answering the needs of the elderly community is and has been a top priority. However, we are realizing that we may be needing to do more to meet the needs of younger individuals and families to increase membership and involvement.

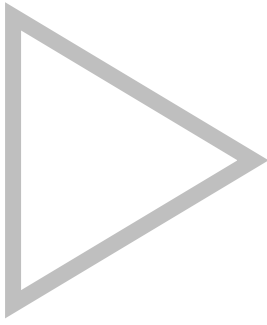
### **What do you hear when you talk to community leaders and ask them what your church is known for?**

Our church and its members are very involved in community activities as well as answering the call for help and assistance during difficult times. We have always been known for stepping up to help whenever needed. The Keystone UCC has also had a major impact on the youth of the community through our youth group program, involving many youth from the community who's family are not necessarily members or active

church-goers. Providing for them, a hot meal every Wednesday as well as fellowship and a chance to grow their faith and understanding of God and the Bible.

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

People are drawn to our church because of our reputation for being warm and welcoming to all and for our casual and relaxed atmosphere. The congregation treats each other as family and welcomes each other into the Lord's house like we would our own homes. Past ministers, worship style, fellowship opportunities, Sunday School and Youth activities are also key factors in why people get involved.



## **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.**

### **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.

## REFERENCE 1

Chuck Landon

Phone (Home): 763-535-9518

Cell: 605-390-7325 [cplandonjr@aol.com](mailto:cplandonjr@aol.com)

Retired minister of the KUCC

## CHUCK LANDON REFERENCE, FORMER PASTOR

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

Outstanding lay leadership – women and men.

Welcomes new people.

Accepts people as they are.

Strongly supports Pastor.

Careful financial stewardship.

Careful building maintenance.

Provides adult leadership and appropriate activities for children and youth.

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

Occasional over stress on fund-raisers.

May need to contemporize music, worship and preaching styles to attract younger people/families.

Build on church's opportunity as "only church in town" with (semi-)resident pastor and ministries for all ages.

### 3. Describe a significant experience you have had in this church's ministry.

Though I was (and am!) an American Baptist Pastor, I was called to serve this Church in December, 2006, to begin January, 2007. At about the same time I was diagnosed with testicular cancer. After preaching and pastoring two or three Sundays, the chemotherapy rendered me too weak to continue. The Church leadership offered to continue me on salary while recovering, using my professional expense fund to cover the cost of guest pastors until I was able to return. Such unrequested, unexpected grace and generosity! That was repeated when I fell and broke several ribs a few years later.

When a church in the Minneapolis area offered to send a team of youth to lead a community Vacation Bible School at Keystone UCC, the church leadership agreed to provide an evening meal for everyone – guest team, local team, children, whoever! -- each night of the VBS. Church leadership also assisted in securing free lodging and meals and visits to tourist attractions for the Guest Team. The Church continued that for four summers!

Because Keystone, home to Mount Rushmore, is a tourist attraction community, Sunday service guests may come from all over the work. The congregation includes people with a wide diversity of political viewpoints, some held and expressed strongly. One Sunday we were

visited by a couple from India, beautifully garbed in their native dress. I learned that the man was a Pastor. I invited him to share leading the Lord's Supper observance with me. He did so beautifully, and the congregation was overwhelmingly delighted! Only after the service did I learn his wife is also a Pastor; I wish I had known that so I could have included her as well. One of the members posted on Facebook that "today Keystone UCC had World Communion Sunday right in our own Church!"

**4. Anything else you wish to share.**

My years of pastoral ministry have included seven congregations of various sizes and settings, service on a denominational state staff, and a decade leading a metropolitan ecumenical ministry. My years serving as Pastor of Keystone United Church of Christ, though all too brief, were in many respects the most rewarding, and clearly the most enjoyable of my career. This is a congregation that loves to be loved and responds lovingly, generously and heartwarming. I hope all those who follow me experience as I have!



## REFERENCE 2

Becky Fleming

Phone: 605 484 3194

Email: [blrfleming1973@gmail.com](mailto:blrfleming1973@gmail.com)

Friend of the church and part-time lay minister

## REFERENCE FROM BECKY FLEMING, GUEST MINISTER

Keystone UCC is amazing at supporting children in their community. They actively seek out families in need and use their varying skills to engage the children in Christianity through meals, activities, Sunday School. This congregation supports Placerville Church Camp at a much higher rate than one would expect of a church this size. They fundraise for scholarships so everyone who wants to go to camp can. This congregation has a long-standing history in their community and is always looking to new ways to help their community.

I was doing pulpit supply a number of years ago. While I was preaching, someone struck my vehicle and left the scene with no note. When I got to my vehicle, I was upset and unsure how to go about reporting this. Members from their church helped me call the Sheriff's department, waited with me until the report was complete and I was successfully on my way. The culprit was never found. When I came to the church the next week to preach, the church presented me with a check to pay the deductible on the repairs.

This congregation has a history to be proud of. They are a warm group of people with members in all age groups.

### REFERENCE 3

Judy Dalton

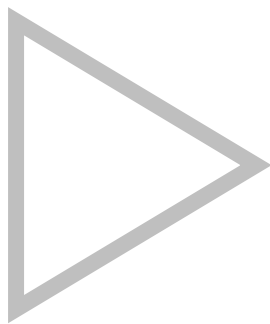
(605) 209-4574 [barigirl@hcinet.net](mailto:barigirl@hcinet.net)

Active Non-Member of the KUCC

### REFERENCE FROM JUDY DALTON, ACTIVE NON-MEMBER OF KUCC

1. **Describe some areas of strength in this church's ministry:** Our biggest strength is our people. Our members are like a family and always work well together. When needed, everyone comes together as a team to serve a meal for a funeral or a family in need, etc. It's members step up to volunteer for the Stock Show, Placerville Camp Fundraiser, the Victorian Christmas, etc. We also have a very good and well organized Sunday School leader, Susan McDaniel. Joy Mueller, Pastor Jodi Olson and Marge Green have also been important assets for the youth and children of our church.
2. **Describe some areas for improvement in this church's ministry:** We have had a recent conflict that resulted in the end of our Wednesday night youth group meetings. Part of the problem is not enough adults that are able to help and our former Pastor John who retired and moved away.
3. **Describe a significant experience you have had of this church's ministry:** I was raised in this church and I have wonderful memories of Placerville Camp as a teen-ager. I am blest to be a part of organizing our 3<sup>rd</sup> annual Placerville Camp Dinner and Variety Show in the spring. This has been a well-attended event and raises funds to send kids to Placerville Camp.
4. **Other thoughts to share:** I have always loved this church and church family but I really wish we could break away from the United Church of Christ. I have a few personal issues with the organization that I won't disclose now. I'm very concerned that our next pastor may be too liberal or political. I was baptized in 1980 at the age of 23 into a Baptist church so I am a Baptist at heart. Steve and I were members of 1<sup>st</sup> Christian Church in Norfolk, Nebraska before moving back here in 2003. The Keystone UCC pastor at that time was much too liberal for us so we joined and attended Calvary Baptist Church in Rapid City for a few years until Pastor Chuck Landon, a Baptist, became the pastor of Keystone UCC church. We thought the world of him and have been attending the church since that time. Pastor John Degroff, who followed him was also a great pastor in my opinion. My prayer is that our next pastor will have a personal relationship with Jesus Christ (the main thing) and that he or she has a passion for leading others to Christ and for teaching the bible. In other words, a pastor who knows that the main thing is to keep the main thing (Jesus) the main thing!!

Submitted in Christian love,



## 6. CLOSING THOUGHTS

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

### 6a. CLOSING PRAYER

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*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:*

**Numbers 6:24-26**—"The Lord bless you and keep you; the Lord make his face to shine upon you and be gracious to you; the Lord lift up his countenance upon you and give you peace."

Dear Lord,

We ask you to send us a pastor to shepherd our church. Someone who has your love in their heart, someone who has a unique set of gifts and talents that will bless our church and enrich our congregation. Fill them up with your glory and show them how to support and encourage through their leadership. Through them, let us see you Lord. We pray this in Jesus' name.

### 6b. STATEMENT OF CONSENT

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

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

**1. Which individuals and groups in the church contributed to the contents of this Local Church Profile?** *(for example, church council or consistory, transition team, etc.)*

Search Committee Members

**2. Additional comments for interpreting the profile:**

We are a very small and unique church with a big heart. Please feel free to contact us for questions, concerns or more information.

Signed:

The Keystone UCC Search Committee

- Cindy Esposti, Mary Triplett, Stella Watson, Mike Gennaro, Lisa Gennaro, Cathy Little Bull, Tracy Spaans 3/2/2020



**6c. VALIDATION BY CONFERENCE/ASSOCIATION**

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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 / Associate Conference Minister for IA, NE and SD

Email: [samantha@ucctcm.org](mailto:samantha@ucctcm.org)

Phone: 605-301-0418

Date: 4/2/2020

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*

**Keystone UCC**  
**Profit & Loss Budget Performance**  
December 2019

	Proposed 2020 Budget	Jan - Dec 19	Annual Budget
Ordinary Income/Expense			
Income			
Church Offerings			
Weekly		43,663.00	
Church Offerings - Other		0.00	45,000.00
Total Church Offerings	45,000.00	43,663.00	45,000.00
Fund Raising			
52 Week Club		984.00	
Buffalo Dinner		1,965.00	
Cutlery		1,186.20	
Dish Cloths		6,330.03	
Misc Fund Raising		701.00	
Scholarship Fund		234.00	
Fund Raising - Other		0.00	18,000.00
Total Fund Raising	12,000.00	11,400.23	18,000.00
Interest Income		125.77	
Miscellaneous Income		17.96	
Special Accounts			
Memorial Money		25.00	
Missions			
Special Offering			
Christmas Eve Offering		561.00	
Total Special Offering			561.00
Total Missions		561.00	
Placerville Campership Fund		2,250.00	
Wider Gifts			
Christmas Fund		121.00	
Neighbors In Need		114.00	
One Great Hour of Sharing		100.00	
Strength of the Church		75.00	

**Keystone UCC**  
**Profit & Loss Budget Performance**  
**December 2019**

	Proposed 2020 Budget	Jan - Dec 19	Annual Budget
Total Wider Gifts	410.00		
Total Special Accounts	100.00		
Reserve From Savings	8,350.00	3,346.00	8,775.00
Total Income	65,350.00	58,552.96	71,775.00
Cost of Goods Sold			
Fundraising Expenses			
52 Week Club		84.99	
Buffalo Dinner		0.00	
Cutlery		680.70	
Dish Cloth		830.17	
Fundraising Expenses - Other		0.00	5,000.00
Total Fundraising Expenses	4,000.00	1,595.86	5,000.00
Scholarship Fund	1,000.00	0.00	2,000.00
Special Account Costs			
Wider Gifts Costs			
	1,100.00		1,350.00
			1,350.00
	6,100.00		8,350.00
Christmas Fund Cost		121.00	
Neighbor In Need Cost		114.00	
OCWM Cost	1,100.00	1,100.00	1,100.00
One Great Hour of Sharing Cost		100.00	250.00
Strength of the Church Cost		75.00	
Total Wider Gifts Costs		1,510.00	
Total Special Account Costs		1,510.00	
Total COGS		3,105.86	

**Keystone UCC**  
**Profit & Loss Budget Performance**  
December 2019

	Proposed 2020 Budget	Jan - Dec 19	Annual Budget
<b>Expense</b>			
Advertising	250.00	184.00	
<b>Building and Grounds</b>			
Building Projects	2,500.00	881.27	5,000.00
Church Maintenance	1,000.00	806.99	2,000.00
Electricity	2,000.00	1,894.22	2,000.00
Fuel	4,500.00	4,893.33	4,500.00
Special Projects	500.00	737.14	500.00
Telephone	1,500.00	1,040.86	1,100.00
Water & Sewer	500.00	492.00	550.00
<b>Total Building and Grounds</b>	<b>12,500.00</b>	<b>10,745.81</b>	<b>15,650.00</b>
Church Supplies	1,000.00	761.45	2,000.00
Computer and Internet Charges	1,500.00	1,045.39	
<b>Dues &amp; Fees</b>			
Bank Charges	75.00	80.00	75.00
BH Association Dues	150.00	128.00	150.00
Pay Pal Fees	100.00	74.25	
Dues & Fees - Other	225.00	215.00	200.00
<b>Total Dues &amp; Fees</b>	<b>550.00</b>	<b>497.25</b>	<b>425.00</b>
<b>Education</b>			
Christian Education	500.00	252.85	500.00
Placerville Campership Fund	4,000.00	3,820.00	4,000.00
Youth Group	100.00	48.46	250.00
Youth Group Meals	100.00	0.00	250.00
<b>Total Education</b>	<b>4,700.00</b>	<b>4,121.31</b>	<b>5,000.00</b>
<b>Gifts</b>			
Christmas Gifts	350.00	350.00	350.00
Good Sam Fund	2,500.00	1,900.00	4,950.00
<b>Total Gifts</b>	<b>2,850.00</b>	<b>2,250.00</b>	<b>5,300.00</b>
Insurance - Building	4,000.00	1,855.00	5,500.00
<b>Miscellaneous</b>			
Postage		9.80	
<b>Total Miscellaneous</b>		<b>9.80</b>	
Parish Expenses	650.00	0.00	650.00
<b>Pastoral Support</b>			
Pastoral Salary	24,000.00	26,250.00	21,000.00



**Keystone UCC**  
**Profit & Loss Budget Performance**  
December 2019

	<b>Proposed 2020 Budget</b>	<b>Jan - Dec 19</b>	<b>Annual Budget</b>
<b>Seasonal Pastoral Support</b>	5,000.00	4,220.51	4,000.00
<b>Total Pastoral Support</b>	29,000.00	30,470.51	25,000.00
<b>Pulpit Supply</b>	1,000.00	1,000.00	1,400.00
<b>Youth Assistant</b>	1,500.00	450.00	1,500.00
<b>Total Expense</b>	65,350.00	53,390.52	71,775.00