

# LOCAL CHURCH PROFILE



First Congregational United Church of Christ  
Grand Marais, MN

Pastor

Minnesota Conference

## 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)*

# POSITION POSTING

LISTING INFORMATION

SCOPE OF WORK

COMPENSATION & SUPPORT

WHO IS GOD CALLING TO MINISTER WITH US?

## LISTING INFORMATION

**Church name:** First Congregational United Church of Christ

**Street address:** 300 W. 2<sup>nd</sup> St, Grand Marais, MN 55604

**Supplemental web links:** <https://www.grandmaraisucc.org/>

<https://www.facebook.com/FirstCongregationalUCCGrandMarais/>

**Conference:** Minnesota

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

**Name:** Reverend Sheresa Simpson-Rice

**Title:** Interim Associate Conference Minister

**Phone:** 717-318-6865 or 800-684-1718

**Email:** sheresar@uccmn.org

### **Summary Ministry Description:**

We are a small UCC congregation in a beautiful rural community. We are a Just Peace Church and Open and Affirming. We have over a century of history serving this community. After our last pastor resigned in March of 2019, we hired a retired transitional pastor from our congregation to help us rebuild. The resignation occurred after several years of increasingly open conflict within the congregation and within its leadership. We are actively working to rebuild trust, participation and programing. We will need continued guidance as we work to define our values, beliefs and understand our ministry going forward. Our active membership is small but very active in the community at large - professionally and through volunteerism. Our beliefs and religious back grounds are diverse -- but all are welcome. Our building is used by recovery groups, other religious groups, our local food shelf and non-profits.

*Purpose and Mission:* First Congregational United Church of Christ is an open, inclusive church that exists to worship God and practice the gospel of Jesus Christ. We welcome all people of goodwill who seek to share the love of God and honor the diversity of creation in a spirit of tolerance and flexibility. As a Just Peace Church, we invite all who seek the reign of God to join us in reaching out in healing ministry, working for justice, witnessing for peace and striving to overcome all forms of oppression. We recognize two sacraments: Baptism and Communion

*Our Open and Affirming Covenant:* We covenant to be an accessible, open and affirming community of faith, committed to peace and justice, reaching out in healing love to all of creation. We exist to worship God and practice the gospel. We welcome all persons, including those of all races, ethnicities, ages, sexual orientations, gender identities and expressions, family structures, faith backgrounds, abilities and economic circumstances to fully share and participate in leadership, ministry, fellowship, worship, sacraments, responsibilities, blessings and joys of our church family.



Community Thanksgiving Dinner in the Fellowship Hall



Choir Singing During a Service

**What we value about living in our area:** There are many things that are valued in this area. Here is a list of some: the people, Lake Superior, the natural beauty of the area, a vibrant arts and crafts community, outdoor activities (hiking, biking, fishing, camping, canoeing/boating, skiing, snowshoeing, snowmobiling, etc.), many volunteer opportunities in a wide variety of venues, local radio, museums and active non-profits.



**Current size of membership:** Per our current constitution “Membership is open to all people of good will who affirm the mission and purpose of this church and is mutually agreed upon.” Currently, we do not have a membership roll. However, during this past year a form has been created for those joining the church to fill out.

The range of Sunday attendance in the winter is 30-40 which increases in the summer when visitors and seasonal residents join us.

We send out 100 e-mails each week to individuals with information about the up-coming worship service and announcements. We have 37 pledging households. And our newsletter, “The Shining Light,” is sent to 240 households each month.

**Position Title:** Pastor

**Position Duration:** Designated-Term (2 years)

**Compensation Level:** Full Time

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

## **SCOPE OF WORK**

### **Core Competencies:**

We are looking for a pastor who can listen carefully and compassionately, who can guide our community of seekers and believers into a deeper connection with God, Jesus, the scriptures and the progressive end of the Christian tradition, who is adept at conflict management and who has integrity and inspires trust from people.

## **COMPENSATION AND SUPPORT**

**Salary Basis:** Salary in accordance with the Minnesota Conference guidelines as determined by pastoral experience.

### **Benefits:** Salary plus Benefits

Customary Benefits (to be negotiated but has included):

- Vacation: 4 weeks annually
- Parental/Family leave as necessary
- UCC retirement annuity (14% of salary and housing)
- UCC Life and Disability Insurance Benefits
- UCC Health Benefits
- Continuing Education Funds
- Continuing Education Time
- Travel Mileage Reimbursed (per IRS guidelines)??
- UCC Conference or other approved Meeting Expense Reimbursement: Registration fees, Lodging and Travel as approved by the board/Congregation

### **What is the expected living situation for your next minister?**

We would like our next minister to reside in Grand Marais or in the surrounding area. A parsonage is available if needed.

**State any incentives:** Three months of paid sabbatical leave after seven years of service.

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

Currently there is no “ministerial association” in town that meets regularly. However, the transitional pastor does meet weekly for lectionary Bible study (look at texts for the upcoming Sunday) each week with other denominational pastors.

## WHO IS GOD CALLING TO MINISTER WITH US?

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

### Ministry Goals

- Help our congregation heal from past conflict.
- Engage the congregation in defining its core values.
- Create an open and welcoming environment for all in our progressive Christian church.
- Help us to deepen our connection with God which can inspire us to take action within our community and beyond.
- Help empower lay leaders within the church.
- Help weave together different projects initiated by the congregation and to draw people into the projects.

**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 pastor as one who recognizes the talents and gifts of individuals, encourages individuals to use those gifts in service, helps uncover opportunities for service and supports efforts of lay leaders.

**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 Open and Affirming church we encourage the use of inclusive language.



Prayer and Lament Service – June 2020



Recipients of Bikes from WOW with Church Members

## WHO IS GOD CALLING US TO BECOME?

For the past year our transitional pastor has been helping us in a variety of ways to discover who God is calling us to be after a time of conflict. A Discovery Team consisting of eight members/friends of the church was created with the purpose of helping the transitional pastor to facilitate conversations among the members regarding our church's history (its blessings and challenges) and discovering a new identity and renewed sense of mission as a congregation (What are our core values and basic beliefs? Who is our neighbor now? What is our vision and what actions we can take to stay true to that vision?)

Thus far on two Sundays (one in November 2019 and one in January 2020) after an abbreviated worship service the Discovery Team has facilitated activities for conversation. The activity on the November Sunday had congregants share personal stories of how the church has blessed and challenged them in their life (one story for each). These stories which were written on post-it notes and placed on the church history time line in the narthex and the Discovery Team transcribed, discussed, tried to find trends and came up with a summary (see \*\* below) from this activity.

The activity in January explored the values that guide our behavior as a church when we are at our best. The top five core values (combination from all groups) that surfaced were Compassion (1<sup>st</sup>), Trust, Respect, Inclusivity (tied for 2<sup>nd</sup>) and Diversity, Courage, Community, Integrity, Children, Friendship and Justice (tied for 5<sup>th</sup>). Discussion groups after four Sunday services in February/March helped us "dive deeper" into what these core values mean to us.

The Discovery Team is in the process of planning an activity for a Sunday to look at our shared beliefs to be held once we can gather as a church in our building.

The Board of Directors (BOD) has also been diligent with their work, making processes transparent and giving up-dates often. The BOD has encouraged involvement from more members, established a committee of board members and congregants to revise the grievance policies and a pastoral relations committee was formed shortly after the hiring of our transitional pastor. The board and the transitional pastor have given consistent communication in weekly e-mails and newsletters as well as announcements during the service in an effort to make congregants aware of what is being worked on and how they can become involved.

Realizing that these activities/discussions/talks/policies are still on-going and a start, we would like our designated pastor to continue to help us in various ways to find our calling and help guide us to what God is calling us to become.

\*\* From our January 2020 Newsletter.

## **UPDATE FROM THE DISCOVERY TEAM**

### ***Summary of History Sunday comments and plans for Values Sunday, January 19***

The following is a summary of the post-it notes collected on History Sunday, November 9, 2019, when participants were invited to share one blessing and one challenge in their personal experience in this congregation. Discovery Team members worked long and hard to find patterns and trends in all the comments, and together came up with this summary list. Four members of the Team attended the December Board of Director's meeting and shared these findings with that group:

#### ***BLESSINGS IN THE HISTORY OF OUR LIFE AS A CONGREGATION:***

- 1. Relationships – interpersonal and family feel.*
- 2. Community focus.*
- 3. Social justice focus.*
- 4. Strong lay leadership*
- 5. Diversity – in theology/lifestyles/political.*
- 6. Thoughtful culture.*
- 7. Commitment to children and youth.*
- 8. Accessible music.*

#### ***CHALLENGES IN THE HISTORY OF OUR LIFE AS A CONGREGATION:***

- 1. Lay leadership diminished – disempowered, support removed.*
- 2. Lack of addressing, acknowledging and owning of hurtful behaviors.*
- 3. Lack of information about church affairs.*
- 4. Insurmountable problems with pastoral leadership – including deflection of responsibility, control centralized, system failure both at local and wider church levels.*

The Board of Directors noted the need for continued exploration of these numerous concerns, as well as some possible structural and policy changes to establish more healthy communication and better accountability among us.



## WHO ARE WE NOW?

CONGREGATIONAL REFLECTIONS  
CONGREGATIONAL DEMOGRAPHICS  
PARTICIPATION AND STAFFING  
CHURCH FINANCES  
HISTORICAL INFORMATION

### CONGREGATIONAL REFLECTIONS

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

The beliefs (theological, political) and backgrounds of our congregants are diverse. We are continuing to talk about and evaluate our values and beliefs. Even with this diversity there is tolerance and acceptance of differing views. We strive to welcome everyone wherever one may be on life's journey.

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

- Members giving of their talents in worship - music, art
- Thanksgiving dinner which is widely publicized, free and open to the entire community.
- WOW (Workers on Wheels) that gives bicycles to ~100 locally employed international workers each summer and provides maintenance and repairs.
- We value the churches role in the wider community
- Many congregants are volunteers in community-based organizations which help those in need in the community.
- We are an Open and Affirming congregation
- We striving to accept all where they are in their faith journey.
- Diverse religious backgrounds

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

We normally have one Sunday service per week but in the past, we have had special services for different events.

Advent: Blue Christmas service and Christmas Eve service.

Lent: Ash Wednesday service, Maundy Thursday service, service of Tenebrae  
Transgender Remembrance Day service

As one walks in, one will see people in the narthex and fireside room conversing with each other as some are taking care of some last-minute preparation for the service. The pick-up choir which meets each week for one hour before worship may just be finishing their practice for the gift of music in the service. And normally a greeter will hand a bulletin to the congregants as they enter the sanctuary.

Each service is a mix of contemporary and traditional elements and can include use of materials from outside the traditional church liturgy. Some elements of our service include lighting the peace candle\*, a reading/prayer after the lighting\*, passing the peace, scripture reading\*, music (pick-up choir and hymns; songs are from various sources), children's time, a time for reflective meditation after the sermon, a time for sharing joys/concerns, gathering the offering\* and the news of God at work within the congregation and community. (\* Activities done by congregants.)

After the service we gather for coffee, treats and fellowship in the narthex and fireside room.

Once a month we celebrate communion (usually the first Sunday) and have a potluck meal after church (usually the second Sunday).

On a rotating schedule with other churches in town, we also provide a worship service at the long-term care facility in Grand Marais.

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

Currently we have no educational program for kids or youth. We do have a small number of children but lack leadership which is a need.

For adults we have had

- 1) After worship service discussions on immigration lead by a congregant and the pastor and several using the book "Can We Solve the Migration Crisis" by Jacqueline Bhabha.
- 2) Book discussions during the week (pastor lead) on the following books:
  - a) "The Line Becomes the River: Dispatches from the Border" by Francisco Cantu (a former border patrol agent)
  - b) "Active Hope - How to Face the Mess We're in without Going Crazy" by Joanna Macy & Chris Johnstone
  - c) "The Wisdom Jesus" by Cynthia Bourgeault
  - d) Centering Prayer Sessions referencing the book "Centering Prayer and Inner Awakening" by Cynthia Bourgeault
  - e) "Gifts of the Dark Wood: Seven Blessings for Soulful Skeptics (and Other Wanderers)" by Eric Elnes
  - f) "Evicted" by Matthew Desmond
  - g) "When Things Fall Apart" by Pema Chödrön

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

Currently our committees are being reformed and organized. Those that have formed are trying hard to make all work very transparent. Information from Board of Directors (BOD) meetings and the Discovery Team Meetings is relayed through articles in our monthly newsletter “The Shining Light,” in announcements on the weekly church e-mails and on Sundays during News of God at work in our Congregation & Community in the worship service. Full minutes of the BOD meetings are in the newsletter and on our web site. Announcements are also placed on our Facebook page.

In addition, folders with financials and committee minutes are located in the church office.

- **When it comes to decision-making, how many hours are spent in meetings per month?** For the pastor – approximately 8 hours
- **Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?** During the current Covid-19 crisis the church has moved to remote worship and a short Wednesday evening prayer service has also been added remotely to our worship life. In addition, church meetings, book studies and after church coffee hour have continued remotely. These actions were led by the pastor in consultation with the executive team of the Board of Directors. A Care Team – volunteers to reach out to the congregation members which are self-isolating at home – was also formed. Communication lines already established helped us be nimble in this time but has been very dependent on pastoral leadership in execution.



Summer 2020 Congregational Meeting

- 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

## **CONGREGATIONAL DEMOGRAPHICS**

<b>Those who participate in church.</b>	<b>Numbers are estimates</b>
Number of active members:	30
Number of active non-members:	8
Total of church participants (sum of the numbers above):	38

<b>Percentage of total participants who have been in the church:</b>	<b>Percentage is an estimate</b>
More than 10 years:	53%
Less than 10, more than 5 years:	8%
Less than 5 years:	39%

### **Number of total participants by age: (Numbers are estimates)**

0-11	12-17	18-24	25-34	35-54	55-64	65-74	75+
3			5	4	8	11	7

<b>Percentage of adults in various employment types:</b>	<b>Percentage is an estimate</b>
Adults who are employed:	24%
Adults who are retired:	47%
Adults who are not fully employed:	29%

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

The range of occupations of those in our church (working and retired): librarian, artist, hospitality worker, company administrator, teacher, border guard, mother, mayor, health care provider, doctor, restaurant worker, realtor and small business owners.

## **PARTICIPATION AND STAFFING**

<b>Ways of Gathering</b>	<b>Estimated number of people involved in attendance</b>	<b>Who plans each of the listed gatherings? (list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</b>
Adult Learning or Study Groups	5-8	Pastor, Jeff Kern
Baptisms ( <i>number last year</i> )	1	Pastor
Children's Groups or Classes	0	
Christmas Eve and Easter Worship	50-60	Pastor
Church-wide Meals	20-30 2 <sup>nd</sup> Sunday Potluck	Food Team co-leaders (Nancy Starr, Helen Carter, Ann Russ, Jodi Yuhasey, Ranna LeVoir, Nancy Strayer)
Choirs and Music Groups	7-10 Pick-up choir	Ann Russ
Church-based Bible Study	0	
Communion ( <i>served how often?</i> )	35 (1x/month)	Pastor
Community Meals	140 Thanksgiving	Jenny Delfs, Mike Carlson, Pastor
Confirmation ( <i>number confirmed last year</i> )	0	
Funerals ( <i>number last year</i> )	3	Pastor
Public Advocacy Work	7 7	Commissioners Meeting on Refugees Gay Pride March (1x/year)
Retreats	8	Pastor, Moderator
Weddings ( <i>number last year</i> )	0	
Worship (time slot: 10:30 am) winter	30-40	Pastor
Worship (time slot: 10:30 am) summer	35-45	Pastor
Young Adult Groups or Classes	0	
Youth Groups or Classes	0	

<b>Board/Committee</b>	<b>Purpose</b>	<b># Members</b>	<b>Frequency</b>	<b>Leadership</b>
Board of Directors	Congregational leadership and Supervision of Pastor	7	Monthly	1 lay leader (moderator) Pastor attends
Finance	Oversees finances	3	Monthly	Lay leader (treasurer)
Building and Grounds	Care of physical maintenance	3	As needed	Lay leader
Fellowship	Host social events including memorial receptions	8	As needed	6 lay leaders share leadership
Pastoral Relations	Support and inform Pastor and congregation	4	Monthly	
Stewardship	Raise awareness of financial needs. Soliciting tithes and gifts.	3	As needed	Lay Leader and Pastor
Care Team	Calling membership in times of crisis	4	As needed	Pastor
Discovery Group	Facilitate conversations about the past and the future	8	2x/month on average	Pastor

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

<b>Staff Position</b>	<b>Head of Staff?</b>	<b>Compensation (full time, part time, volunteer)</b>	<b>Supervised by</b>	<b>Length of Tenure for current person in this position</b>
Office Manager		Part time	Pastor	4 months
Bookkeeper		Contracted	Pastor	1 year
Treasurer		Volunteer	Board	9 months
Choir Director		Volunteer	Board	6 years 5 years previously
Musicians		Contract	Pastor	
Janitor		Part Time	Pastor	10 years

The Pastor is supported by the Pastoral Relations committee and supervised by the Board of Directors. The Pastor supervises all paid staff.

## **CHURCH FINANCES**

Please refer to the current financial statement and the annual report.

### **Which spaces are accessible to wheelchairs?**

Spaces that are accessible to wheelchairs: worship space, offices, group gathering spaces, fellowship space, downstairs facilities are all wheelchair accessible. However, we do not have an elevator so both floors must be accessed from outside doors.

## **HISTORICAL INFORMATION**

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

1. Resignation of our most recent called pastor
2. Changing of the By-Laws in 2017
3. Becoming an Opening and Affirming Church in 2016

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

Our Church, like our community overall, has struggled with divisiveness and discord on many issues. Church attendance has declined as some members felt alienated and stopped attending. With the help of our Transitional Pastor, Rev. Anne Swallow Gillis, the congregation is working to once again find the balance that makes our church not only a welcoming and safe place for all, but a place where within our diversity we can find common ground and work together to make a difference.

**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.**

The most recent conflict has been between our former pastor and congregants.

What was learned:

- 1) Be a more aware and caring church. If someone stops showing up, find out why. Is there something we can do to help?
- 2) That the protocols in place within the church for dealing with this type of conflict were too vague thus new policies and protocols are currently being worked on and written.
- 3) That although it may tear apart the congregation, asking for and following the procedures from the UCC conference headquarters for a pastor fitness review may be worth the effort.
- 4) Have more frequent pastor reviews with input from the whole congregation and a review from the pastor of the congregation.

## Ministerial History

Staff member's name	Years of service
Anne Swallow Gillis (transitional pastor)	1 (4/19 - present)
Beth Benson (called pastor)	5 (1/14 - 3/19)
EvaLyn Carlson (interim pastor)	2.5 (6/11 - 1/14)
Peter Monkres (called pastor)	12.5 (11/97 - 5/11)
Larry Pray (called pastor)	3 (12/94 - 9/97)
Peter Monkres (interim pastor)	1 (12/93 - 12/94)
Ann Wahlers (called pastor)	4 (8/89 - 12/93)

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

**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**



# WHO IS OUR NEIGHBOR?

COMMUNITY VISION  
MISSION INSITE

## COMMUNITY VISION

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

WOW (Workers on Wheels) that gives bicycles to ~100 locally employed international workers each summer and provides maintenance and repairs.

Thanksgiving dinner: Open to the all community members free of charge. 140 people were served during the 2019 dinner. Volunteers take meals to those who cannot make it to the church and request have requested a meal.

The pastor is in touch with a liaison from the local Food Shelf (a food bank for emergency food for those in Grand Marais and surrounding communities) located in the basement of our church as to what is needed and then relays those needs/ways of helping to the congregation.

The building is used by various support groups and other religious communities.

### **Describe your congregation's participation in meetings, relationships and activities connecting the wider United Church of Christ.**

In past years members and pastors have been involved in the Annual Meeting of the Conference, served on various Conference Boards and have attended youth retreats. Our transitional pastor is currently serving on the Committee on Ministry. In 2019, no one from our church attended the Annual Meeting.

Check all of the following “statements of witness” that apply to your UCC faith community.

- Accessible to All (A2A)
- Creation Justice
- Economic Justice
- Faithful and Welcoming
- God Is Still Speaking (GISS)
- Immigrant Welcoming
- Inter-cultural/Multi-racial (I’M)
- Just Peace
- Global Mission Church
- Open and Affirming (ONA)
- WISE Congregation for Mental Health
- Other UCC designations:
- Other similar designations in affiliated denominations
- None

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

Sing for Joy: Choirs from several of the churches in the community put on a program for the community. Our choir has participated since the beginning (2016-2018).

Borealis Chorale’s yearly Christmas Program.

Zen Meditation Sessions

**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 leadership style we're looking for is that of a collaborator.

*Spiritual guidance*

Being thoughtful in Christian grounding, discernment, inspiration, and insight to our work and deliberations. We welcome intellect, kindness and fresh perspective.

*Sunday worship*

We expect the pastor to provide the primary leadership and planning.

### *Communication*

We count on the pastor to play role in communication, ensuring that identified needs and efforts to address them are shared among us all. Of course, we all share the responsibility but it sometimes falls to the pastor to help us all work together productively. We count on our Pastor to see and share the big picture: ensuring continuity among individual and committee efforts. However, that does not mean the pastor has to attend all meetings.

### *Board & Committees*

The pastor and office manager who are the full-time ministry team, will work in conjunction with the administrative team (moderator, vice moderator and pastor) as the hub of the ministry. They are tasked with keeping communications open between the board, committees and individuals.

### *Pastoral care and counseling*

Although this is primarily the pastor's area, many members also take individual responsibilities. We welcome encouragement and mentorship of individual efforts.

### *Community focus*

In the community at large, we want to be trusted, welcoming, friendly and respectful of all. We believe we have a role to play in community issues and understanding. We invite discussion, divergent ideas, and openness. The public face of First Congregational Church is often the minister. We welcome a pastor who could assist us with gentleness, wisdom, principles, and good boundaries.

## **Mission InSite**

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

A church that gets things done. Also, a church one would attend if they went to church.

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

Those that have visited our church come back because they have found our church very welcoming – congregants introduce themselves and make a point to talk with them after church.

## REFERENCES

### REFERENCE 1

Reverend Anne Swallow Gillis

Transitional Pastor for the First Congregational UCC, Grand Marais, MN  
(218-370-9318/[pastorgmucc@boreal.org](mailto:pastorgmucc@boreal.org))

### REFERENCE 2

Reverend Mark Ditmanson

Pastor at Bethlehem Lutheran Church in Grand Marais, MN  
(218-387-2227/ [blc@boreal.org](mailto:blc@boreal.org) /Friend to First Congregational UCC)

### REFERENCE 3

Gwen Lenz

Board Member - Grand Marais Food Shelf (a non-profit food bank )  
(218-387-9860/ [gwrlenz@boreal.org](mailto:gwrlenz@boreal.org) /Friend to First Congregational UCC)

## **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?**

Gwen Mattice, Chris Silence and Mike Carlson - a sub-committee of the Pastor Search Committee - compiled the information in this church profile with help from the others in the Pastor Search Committee - Jenny Delfs, John Bottger and Melissa Wickwire - and our transitional pastor, Reverend Anne Swallow Gillis.

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

**Signed:**

**Name / Title / Date:**

## **VALIDATION BY CONFERENCE/ASSOCIATION**

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

**Staff Comment:**

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

**Staff Comment:**

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

**Staff Comment:**

**My signature below attests to the above three items.**

**Signature:**

**Name / Title:**

**Email:**

**Phone:**

**Date:**

**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***