

LOCAL CHURCH PROFILE

**UNITED CHURCH
OF CHRIST**



New Spirit UCC
14394 Quebec Ave.
Savage, MN 55378

Bridge Pastor: Vanessa Bradby
Minnesota Conference
February 13, 2021

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

Position Posting:

Listing Information

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Who Is God Calling to Minister with Us?

Listing Information:

Church name: New Spirit United Church of Christ

Street address: 14394 Quebec Ave, Savage, MN 55378

Supplemental web links: <http://www.newspiritucc.org/>

Facebook page: <http://www.facebook.com/NewSpiritUCC>

Additional Ecumenical Affiliations:

Conference: Minnesota Conference UCC

Association: Minnesota Conference acting as an Association

UCC Conference or Association Staff Contact Person:

Name: Sheresa Simpson Rice

Title: M. Div.

Phone: 717-318-6865

Email: Sheresa@ucc.mn.org

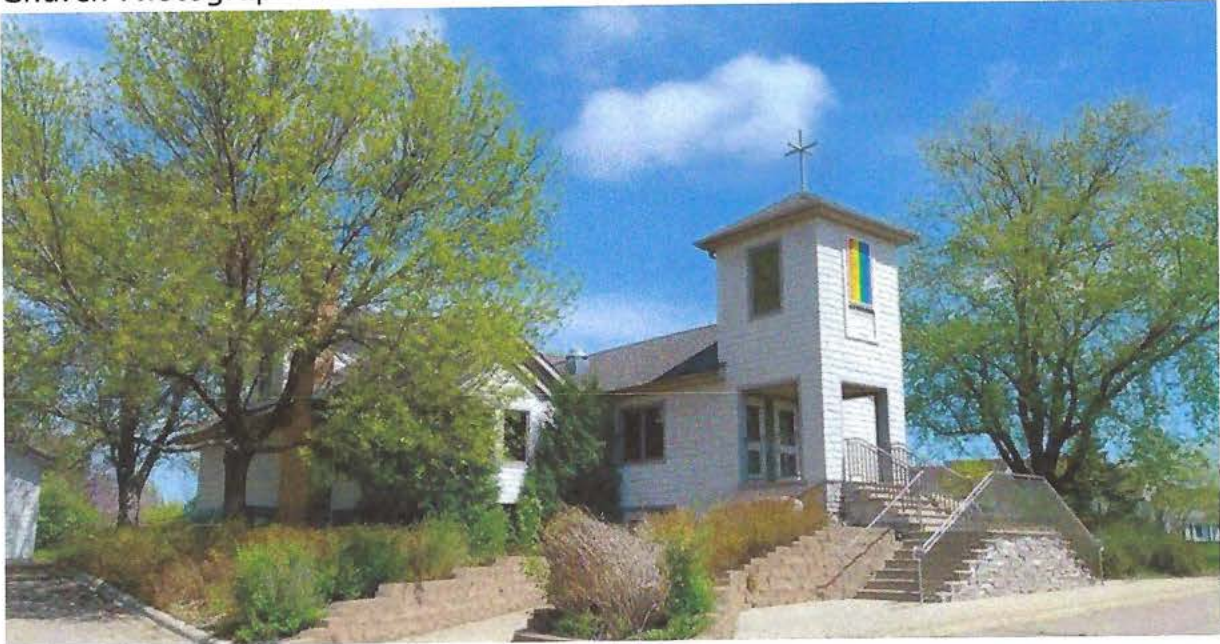
Summary Ministry Description:

We are a warm and welcoming UCC Church in a suburban setting. Our history, less than 30 years, incorporates the philosophy that "God is still speaking." While our worship service is traditional in its format, our congregation is open and diverse.

The minister we're seeking is one whose theological foundation can be applied to our daily lives. We want an inclusive and engaging leader, who can re-energize and grow our church.

As a congregation in transition for the past five years, we welcome the opportunity to build a lasting connection with our new minister.

Church Photographs:





What we value about living in our area:

Our church is in Savage Minnesota, which is a suburb south of the Minnesota River and the Minneapolis - St. Paul metropolitan area. Savage has family friendly neighborhoods and picturesque nature preserves. New Spirit Church celebrates the diversity in our area and lifts up the Shakopee Mdewakanton Sioux Community only a few miles from our church. Not only are we proud of the community of Savage but also of our state's long-standing reputation for educational excellence and cultural opportunities.

Current size of membership:

- 67 adults
- 12 children (preschool and elementary)
- 7 youth (pre-teen and teens)
- 1 associate member

Languages used in ministry (*other than English*):

- None

Position Title:

- Minister - Settled

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:

- ¾ time

Does the total support package meet conference compensation guidelines?

- Yes

Scope of Work:

- Prepare worship service to include: sermon, prayer, liturgy, sacraments, coordinate music with music director, work with deacons to support and facilitate Sunday service.
- Faith formation and vitality through prayer, Bible study, service and identifying helpful resources meaningful to our congregation.
- Attend church board meetings and give guidance and leadership.
- Engage and energize boards and committees.
- Be familiar with the church's constitution and bylaws.

- Plan and develop a procedure for new members and building church membership.
- Work with the church moderator and congregational ministries.
- Give ministerial reports at congregational meetings.
- Pastoral care in collaboration with lay people.
- Maintain a regular office schedule.
- Participate by attending the Minnesota UCC Conference annual meeting.

Core Competencies:

1. Leadership skills - Organized; help develop a long-term vision with New Spirit
2. Pastoral skills - spiritual guidance, good listener
3. Connecting skills - open and affirming, enthusiastic participation
4. Experience working with children and youth
5. Experience with justice and equity issues.

Compensation and Support:

Salary Basis: We follow the salary guidelines of the Minnesota Conference.

Benefits:

- Housing allowance.
- FICA offset.
- 14% retirement annuity.
- Health and dental insurance (family coverage if needed).
- Life and disability insurance.
- Continuing education.
- Business and professional expenses.

What is the expected living situation for your next minister?

- A housing allowance will be included in the benefits package.

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

- Our minister does not need to live in Savage but close enough to commute to our church when needed.

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

- Local area meetings for clergy.
- Associate and conference ministers, events and programs available.
- Theological seminaries in our Metro area: United Theological Seminary in St. Paul and Luther Seminary in St. Paul.
- Retired active ministers' groups.

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

- New Spirit has always had a part-time minister, but our goal has always been to have a full-time minister. In the past we have raised this position from ½ time to ¾ time position.

Who is God Calling to Minister with Us:

Describe the ministry goals you envision your next minister collaborating with the congregation to achieve:

- Build relationships with our children and help develop our Christian education program.
- Help us find opportunities in our area for social justice causes (i.e. we have had some congregants volunteer with Ruby's Pantry, South of the River Crop Walk, and our own "free" store) and help us clarify and ignite our participation.

- Help us find ways to build our outreach into our community and attract members to our church.

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

- We hope to have leadership from our minister in finding area resources and opportunities where we could prioritize and build on the strengths of our congregation.
- We hope our minister can build relationships with other area churches to promote and support area social justice causes.

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

- Our congregation is predominantly English-speaking, but we embrace 2nd languages and multi-cultures. Each week we express gratitude for our church which sits on ancient Mdewakanton lands.
- We are an open and an affirming congregation supporting all individuals and families, traditional or non-traditional.
- We are a church concerned and engaged in Justice and equity issues.

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

1) Strong exhibiting a spiritual foundation and ongoing spiritual practice:

- Continuing discernment of one's call-in community.
- Exhibiting a commitment to lifelong spiritual development and faithful personal stewardship.

2) Caring for all creation:

- Providing hope and healing to a hurting world.
- Attending to one's own spiritual and pastoral care, including engagement in supervision as appropriate.
- Stewarding the resources of the church.

3) Working together for justice and mercy:

- Identifying and working to overcome explicit and implicit bias in the life of the Church and world.
- Understanding community context and navigating change with a community.
- Engaging in mission and outreach.

4) Strengthening intra and inter-personal assets:

- Developing and maintaining a healthy sense of self as shaped by God, community, and life experiences.
- Exhibiting strong moral character and personal integrity.
- Respecting the dignity of all God's people.

Who is God Calling Us to Become?

Who is God calling you to become as a congregation:

God continues to call our congregation to be an open and affirming community of courageous people of faith who listen for ways God calls us to share our love with a hurting and broken world.

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

- This past year (before COVID hit) our missions board set up a free store which we opened up for 3 hours once a month from our church basement. We offered toiletries and canned goods to anyone in need. When COVID hit, we had to shut it down. When the lock-down of the church is over, we will re-evaluate the free store and address the issues of keeping the shelves stocked.
- In the summer of 2019, we partnered with Spirit of Life Presbyterian Church in Apple Valley, MN to have a week long Vacation Bible School. Our little group of New Spirit kids and teachers felt it was a wonderful

opportunity to reach across the suburbs and share resources. After the VBS was over, we did a minister exchange for two Sundays which we felt the two congregations enjoyed. Because of COVID, we did not have VBS during summer 2020.

- During this year of the pandemic and the sudden departure of Pastor Sonny, we have tried to keep our congregation connected with Zoom services, Thursday lawn chair chats in the parking lot, a book study group using the book White Fragility by Robin D'Angelo, and a weekly zoom centering-prayer session offered by one of our members.

Who Are We Now?

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

Congregational Reflections:

Describe your congregation's life of faith:

- Our liturgy and hymns reflect our open and affirming approach to worship. Our worship service and the format are up to the minister, deacons and the will of the congregation.
- The lyrics of the hymn "Sweet Sweet Spirit" describe how the congregation feels the Holy Spirit is in our midst:

There's a sweet, sweet Spirit in this place, and I know that it's the Spirit of the Lord; there are sweet expressions on each face, and I know they feel the presence of the Lord."

Describe several strengths or positive qualities of your congregation:

- New Spirit is a small, welcoming and friendly congregation. Our members are sensitive and supportive to the needs of others within and beyond our church walls. Our kindness, caring and support for others reinforces our

open and affirming beliefs. We are a church family that affectionately shares each other's concerns and joys. The feeling of warmth is ever present in our worship and in our activities.

Describe what worship is like when your congregation gathers:

- **Before service:** Greeting each other, prelude music, announcements.
- **Service begins:** Call to worship by minister, acknowledgement of the land from the Mdewakanton people, opening congregational hymn, congregation passes the peace (congregation mingles with each other with the greeting "peace be with you").
- **Sermon and Scripture time:** Children's sermon (after which the children go to Sunday School or may remain in church), Scripture reading by lay members, and Sermon given by the minister.
- **After sermon:** Congregational hymn reflecting the sermon's message, prayer request and congregational prayer time, "*The prayer that Christ taught us*" (The Lord's Prayer), Offering/once a month choir performance, closing hymn, and benediction.
- **After the service:** Fellowship coffee hour where our congregation enjoys snacks and friendly conversation.

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

- Our Christian Education Board along with our minister plans and chooses the C.E. curriculum. The minister plans and is in charge of the confirmation program. The Shine program is the current curriculum and has been used the past few years. Our teachers, with their creativity, adapt the lessons to meet a multiage setting. Our C.E. teachers help children develop and plan seasonal and musical presentations that are included in the worship hour. In the past, our Sunday School children have supported the Heifer Program and actively help with donations for food shelves. Toward the beginning of worship, the minister invites the children to come forward for a children's time. Children depart for Sunday School with a song being sung by the congregation. Throughout

the year activities are planned for youth, such as river rafting and bowling parties. Some events (Advent workshop) include the whole family.

Describe how your congregation is organized for ministry and mission:

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

- Our boards meet once a month for approximately one hour.
- The Rep Board, run by the Moderator, meets once a month, with a representative from each board, for approximately one hour.

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

- About a year ago, our elevator broke down WITH A PERSON in the lift. One of our trustees was able to call the emergency repair company and stayed with the person until the repair person arrived and the elevator was fixed.
- At another time, we had a medical emergency from one of our parishioners after an evening service. Our then minister, Pastor Sonny, called 911 and stayed with the person in the ambulance to the hospital.
- Most recently, with the COVID situation, our bridge minister gathered the information from the health department and to put our shutdown/reopening policy together.

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.

11-Year Report:

Church#: 360055

Assoc: 434

Schedule: 0

New Spirit United Church of Christ

Savage

MN 55378

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS- REMOVED
2009	78	40	40	0	0	0	0	0	0
2010	78	40	40	0	0	0	0	0	0
2011	78	40	40	0	0	0	0	0	0
2012	78	40	40	0	0	0	0	0	0
2013	78	40	40	0	0	0	0	0	0
2014	78	40	40	0	0	0	0	0	0
2015	78	40	40	0	0	0	0	0	0
2016	77	41	30	0	3	3	7	0	-1
2017	80	41	32	6	0	6	0	9	3
2018	84	45	33	0	0	8	4	0	4
2019	91	34	43	0	0	10	3	0	7

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2009	\$131,233	\$0	\$8,931	\$1,718	\$10,649	\$0	\$10,649	6.81	\$141,882	\$0
2010	\$131,233	\$0	\$7,593	\$1,589	\$9,182	\$0	\$9,182	5.79	\$140,415	\$0
2011	\$131,233	\$0	\$7,516	\$1,080	\$8,596	\$0	\$8,596	5.73	\$139,829	\$0
2012	\$131,233	\$0	\$3,745	\$320	\$4,065	\$0	\$4,065	2.85	\$135,298	\$0
2013	\$131,233	\$0	\$1,114	\$1,145	\$2,259	\$0	\$2,259	0.85	\$133,492	\$0
2014	\$131,233	\$0	\$2,087	\$1,487	\$3,574	\$0	\$3,574	1.59	\$134,807	\$0
2015	\$131,233	\$0	\$565	\$940	\$1,505	\$0	\$1,505	0.43	\$132,738	\$0
2016	\$89,059	\$16,692	\$6,068	\$2,178	\$8,246	\$3,447	\$11,693	6.81	\$117,444	\$84,779
2017	\$102,101	\$0	\$5,102	\$1,077	\$6,179	\$700	\$6,879	5.00	\$108,980	\$105,235
2018	\$95,335	\$0	\$9,795	\$430	\$10,225	\$1,199	\$11,424	10.27	\$106,759	\$96,215
2019	\$95,335	\$0	\$6,305	\$1,124	\$7,429	\$0	\$7,429	6.61	\$102,764	\$0

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2014-2019	16.67	-15.00	7.50	0.00	0.00	-27.35	107.86	-23.77
2009-2019	16.67	-15.00	7.50	0.00	0.00	-27.35	-30.24	-27.57

CONGREGATIONAL DEMOGRAPHICS:

Describe those who participate in your church:

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	52	y
Number of active non-members:	5	y
Total of church participants (sum of the numbers above):	57	y

Percentage of total participants who have been in the church:

		<i>Is this percentage an estimate? (check if yes)</i>
More than 10 years:	60%	y
Less than 10, more than 5 years:	10%	y
Less than 5 years:	30%	y

Number of total participants by age:

0-11	12-17	18-24	25-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
8	7	9	17	8	16	13	4	y

Percentage of adults in various household types:

		<i>Is this percentage an estimate? (check if yes)</i>
Single adults under 35:	10%	y

Joint household with minors:	30%	y
Single adults age 35-65:	15%	y
Joint household with no minors:	30%	y
Single adults over 65:	15%	y

Education level of adult participants by percentage:

		<i>Is this percentage an estimate? (check if yes)</i>
High school:	10%	x
College:	70%	x
Graduate School:	10%	x
Specialty Training:		
Other (please specify):	10%	Military/Ministry

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	70%	x
Adults who are retired:	20%	x
Adults who are not fully employed:	10%	x

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

- Educators, clergy, social workers, business professionals, medical.

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?

- 98% Caucasian.

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

- In the past we have had discussions about inclusion and diversity called “New Beginnings Initiative” and from that we began to have sessions with consultants in understanding the diversity in our society. Most recently; 2020 “How to Talk to Your Kids About Racism.” (virtual)

Participation and Staffing:

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

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? <i>(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</i>
Adult Groups or Classes	8	4 programs: mission board.
Baptisms <i>(number last year)</i>	20	3 baptisms this year: minister parents, sponsors, musician, deacons.
Children’s Groups or Classes	8	Christian Ed and pastor (Sunshine School).
Christmas Eve and Easter Worship	74 /45	

Church-wide Meals	2	Cinco de Mayo, potluck
Choirs and Music Groups	8	Adult choir members, choir director.
Church-based Bible Study	0	
Communion (<i>served how often?</i>)	monthly	Minister and deacons.
Community Meals	0	
Confirmation (<i>number confirmed last year</i>)	0	
Drama or Dance Program	1	Christmas Christian Ed and minister.
Funerals (<i>number last year</i>)	1	Minister.
Intergenerational Groups	25	advent workshop, puppet, banners -minister & craft masters. Also minister-led visit to Mdewakaton cultural center.
Outdoor Worship	0	
Prayer or Meditation Groups	4	Lay person.
Public Advocacy Work	3	Partnered with another congregation letter writing involving a deportation threat and 2 trips to the border.
Retreats		
Theology or Bible Programs in the Community	10	VBS partnered with another church.
Weddings (<i>number last year</i>)	0	
Worship (time slot: _____)	35	10-11 a.m.
Worship (time slot: _____)		
Young Adult Groups or Classes	0	
Youth Groups or Classes	5	Youth events such as bowling and canoeing.
Other		Lawn chair chats, summer 2020.

Additional comments:

- Many activities in 2020 were not able to develop because of the pandemic.

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

Name	Three-Way or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Verlyn Hemmen		consultant chaplain	trustee; pulpit supply	
Richard Mark				y
Sue Allers-Hatlie	yes	religious education	pulpit supply	
Paula Nordhem	yes		pulpit supply	
David Hohmann	yes	UCC consultant		

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
music	yes	part time	trustee/deacons/minister	26 yrs.
bridge minister	yes	part time	deacons	3 mos.

Reflection:

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

- This is a congregation where you will be called upon to participate, which speaks to our small church. We are a homogenous group, Caucasian, progressive, middle class, and Christian. We are trying to enlarge our faith horizons by understanding social justice.

CHURCH FINANCES:

Current annual income (dollars used in 2020):

Source	Amount
Annual Offerings and Pledged Giving	\$114,345
Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)	\$0
Endowment Draw (beyond what is permitted by spending policy, "drawing down the principal")	\$0
Fundraising Events	\$150
Gifts Designated for a Specific Purpose	\$
Grants	\$12,000

Rentals of Church Building	\$2,500
Rentals of Church Parsonage	\$
Support from Related Organizations (e.g. Women's Group)	\$
Transfers from Special Accounts	\$
Other (specify): special offering	\$3,500
Other (specify):	\$
TOTAL	\$132,495

Current annual expenses (dollars budgeted for 2020): \$132,495.
Attach most recent church budget, spending plan, operating statement, or annual treasurer's report as shared publicly with the congregation, or – if your church does not pass an annual budget – list current budgeted expenses here:

			2020	Notes	2019
Income					
	4000	Offering	4,345	11 Pledges	104 ,499
	4010	In-kind Donations	-		2,1 44
	4020	Fundraising	0	15 No garage sale	944
	4030	Grants	000	12, MN Conference	15, 000
	4040	Special Offering Inc	00	3,5 Est.	3,5 32
	4060	Rental Income	00	2,5 same as last year	2,5 24
	4070	Interest & Earnings	-		-
	4090	Other Income	-		280

Total Income				13		128
				2,495		,923

Expense						
5000	Salaries & Wages			38		57
				,928	3% increase	,077
5005	Housing Allowance			15		-
				,000		
5008	Payroll Taxes			71		66
				6		2
5010	Benefits			-		-
5011		Pension		5,		6,
				796		631
5012		Medical/Dental		4,		-
				348		
5013		Workers Comp		83		2,
				6		386
5014		Life/Disability		1,		-
				025		
5015		Business Expense		2,		2,
				000		788
5016		Continuing Ed		1,		30
				000		0
5017		Mileage		65		-
				0		
5020	Insurance			8,	Building & Liability	7,
				389		817
5025	Maintenance			7,	Cleaning Co, yard	4,
				125		760
5030	Supplies			7,	\$1,000 for market, \$2,000 outreach	3,
				550		455

	5040	Equipment		500	2, new or major repair	5	55
	5050	Meeting Expense		0	20		-
	5060	Utilities			-		-
	5061		Electric	200	2,	988	1,
	5062		Garbage	500	1,	427	1,
	5063		Gas	000	2,	947	1,
	5064		Telephone	300	2,	265	2,
	5065		Water	0	36	4	35
	5070	Gifts		0	65 gifts to staff * others		40
	5080	Bank Fees			90 Tithe.ly online giving		-
	6000	OCWM		717	5, 5% of general fund	421	4,
	6010	Per-Capita		0	80 dues to MN conference	0	80
	6020	Events/Programs		750	5, Missions/Christian Ed	7	98
	6021		Food		-		-
	6022		Rental Exp		-		-
	6023		Supplies		-		-
	6024		Stipends	0	90 speaker payments		-
	6025		Travel	000	1, scholarship to boarder visit		-
	6030	Contracted Services			-		-
	6031		Accompanist	0	35 subs for Candy & special music	5	31

	6032		Pulpit Supply	0	90	6 X \$150/time	0	90
	6040	Special Offering Expenses		500	3,	same as income	633	1,
	6050	Annual Conference		0	60	2 members	3	51
	6060	Discretionary Fund		000	1,	Emergency funds		-
	6070	Educational Opportunities			-			-
	6099	Misc		0	50			20
Total Expenses				6,180	12		4,040	10
Net Income (Loss)				315	6,		,883	24
				5%				

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

- 41.6%

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

- No.

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

- Our Church's Wider Mission (OCWM - Basic Support)
- One Great Hour of Sharing
- Strengthen the Church

- Neighbors in Need
- Christmas Fund

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

- 5% to OCWM of our pledged earnings.

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:

- We have set aside \$10,000 as a building reserve for improvement and repairs to the buildings, grounds, and equipment.

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

Year(s)	Purpose	Goal	Result	Impact
2015-2017	pay off church mortgage	\$25,000	\$24,073	loan was paid off and reserve fund set up

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
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.

Other Assets:

- **Reserves (savings):** \$11,500
- **Building Funds:** \$10,000

Does your church have a parsonage?

- No.

Describe all buildings owned by the church:

- Church building, garage, and granary (storage building).

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.):

- All areas in the church except the balcony.

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

- In 2007, we reduced the minister's position from $\frac{3}{4}$ to $\frac{1}{2}$ time.
- The Church has a history of working within its budget. Special projects are often augmented by members' generosity.
- Our Trustees and Moderator prepare the budget, which is voted on at our annual meeting. The budget process is formed by using the pledge amount, input from committees and monies that are needed for our fiscal responsibilities. New Spirit continues to support projects in our community.

Historical Information:

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

- 1) In 2000, New Spirit's minister, John Roschen, through his contacts, was able to help us secure a loan.
- 2) In 2002, members transformed a farmhouse into our Church.
- 3) In 2004, we became an "open and affirming" Church.
- 4) In 2012, New Spirit served as fiscal agent and helped to raise \$10,000 to build a school in Sierra Leone. Members continue to support the school through individual donations.
- 5) In 2017, New Spirit paid off its mortgage.

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

In the last five years, New Spirit has had four ministers come and go, which has placed us in a perpetual state of transition. As a result, we have seen our membership fluctuate. The resiliency and commitment of the congregation has allowed us to navigate through these many changes.

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:

- New Spirit has weathered the formal release of two of its staff members, a custodian and a music director. As a result, the custodian was replaced by a cleaning service and the Music Director was replaced by the church pianist.

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

Staff member's name	Years of service	UCC Standing (Y/No)
Sandra Carter	1	Yes
John Roschen	5 (retired)	Yes
Nancy Swanson	2 (Interim)	Yes
Richard Nichols	10 (retired)	Yes
Rosemary Rocha	3 (Interim)	Yes
Sonny Graves	2	Yes
Vanessa Bradby	Bridge	Yes

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

Each of our ministers that have guided New Spirit over the years has taught us so much. Our current search committee has first-hand memories of our ministers as far back as 1997 when Pastor John Roschen was called to minister to our little nomadic church. He helped us to grow and become "New Spirit United Church of Christ." He guided us as we obtained our land and building loan. He hired our church musician, Candy Moffitt. He inspired us to address racism issues. He retired in 2003.

Our transitional minister, Nancy Swanson, helped us define ourselves even further until Richard Nichols was called. Pastor Nichols gave us over 10 years

of stability and growth until his retirement in 2014. He guided us through our open and affirming process. He brought in our choir director, Jerry Barte, and confirmed many of our young people.

Rosemary Rocha was our transitional minister from 2015 until Sonny Graves was called in 2018.

Pastor Graves shed new light on LGBTQ, mission outreach, and border wall issues for us. His interactive sermons and focus on children's worship helped attract younger families. He left in July of 2020 just as COVID hit.

We now have our bridging minister Vanessa Bradby, who is guiding us through our COVID shutdown and keeping us together with inspiring Zoom services.

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

- Yes, ask us.

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:

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

Because of COVID, 2020 has been a very difficult year for us to be involved with many of our past projects but we were able to organize and participate this fall in our annual Crop Walk.

This Christmas 2020, we helped the MCC Refugee services settle an African immigrant family into an apartment in Minneapolis. We

raised funds to provide the family with warm clothes and several New Spirit people cleaned the apartment before the family arrived.

We had begun a "free market" at our church in 2019, supplying food, diapers, and personal products for the area's poor. Unfortunately, when the pandemic struck, we had to shut our building down and close the free market.

In the past we have had a relationship with "Marshview", which is low-income housing next door to our property. (We offered parent education programs). We also had participated in the Aliveness Project - gift giving at Christmas time for area people living with HIV/AIDS, Ruby's Pantry - Savage community food program, and Feed My Starving Children - food preparation

Globally, we did a fund-raiser for the building of the Dandabu school in Sierra Leone and our Sunday School raised funds for the Heifer project. In 2018 and 2019, we fundraised trips to the U.S - Mexican border wall for our minister and a church member who witnessed the situation there and brought socks and personal products to the refugees.

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

Many of our former ministers and members have been involved with the state and national level of the UCC conference. One of our members was very active and served as treasurer for the conference. Historically, other members have served on committees of the MN Conference.

Check all of the following "statements of witness" that apply to your UCC faith community. (Find more information on these statements at ucc.org):

- 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

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

- We continue on our journey of racism awareness (currently having a weekly zoom book club on How to Be an Antiracist), gender identity issues, and inter-cultural acceptance.

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

We have participated in the following and interfaith activities:

In 2018 and 2019 our congregation supported one of our members and our minister to travel with other congregations to the border wall with Mexico to witness the refugee crisis and bring personal products to the refugees.

In 2019, we partnered with Spirit of Life Presbyterian Church in Apple Valley to have Vacation Bible School together. We also had two exchange Sundays with them and did a Crop Walk together.

In about 2012, we partnered with an African American inner-city church, Bethesda Baptist Church, Minneapolis, where some exchange Sundays were scheduled, and Thanksgiving meals were prepared and distributed together.

Also, in the past, we have visited a local mosque, a Jewish synagogue, and the Tiowakan Spiritual Center (Mdewakanton Sioux Community).

To broaden our inter-cultural experiences, we have prepared a Seder meal as part of our Maundy Thursday service. And, from time to time, we have participated with other area churches in Thanksgiving and Good Friday services.

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:

Mission Statement:

New Spirit UCC is a progressive Christian community committed to living Jesus' commandment, "Love your neighbor as yourself." We are united by our welcoming and affirming of all peoples regardless of ethnicity, culture, gender identity, age abilities, economic status, family structure, or sexual orientation. Our calling as individuals and as a community is to serve our local and world community with a joyous and generous spirit, and to be a refuge for all desiring comfort, inspiration, and challenge through the Spirit of Jesus Christ. *"Wherever you are on life's journey, you are welcome here."* We feel we are living our mission by not only what we do in our church life but also in our daily life outside the church.

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:

Our past ministers have been involved in the community as emergency chaplains with the local police and fire department and have contributed to the Savage Pacer newspaper with a Pastor's Corner reflection. We encourage our new pastor to continue to contribute to our community in similar ways and would include time for these activities in their scheduled work hours.

MissionInSite:

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

- Growing single parent households.
- Increasing aging population.
- Smaller household sizes.
- Increasing blended and younger families.

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:

Our Demographics:

- 80% of our wider community is Caucasian while 98% of our congregation is. This would be true of our adjacent community, spare Marshview which is subsidized housing.
- 60% of our congregation has been a participant for 5 years or more.
- 45% of our congregation falls into the Boomer generation or higher while the Boomer generation in our wider community is made up of about 20%.
- There are 14 churches within five miles of New Spirit.

Savage Demographics (where our church resides):

- 32,245: Population
- 10,748: Households
- 35.1 yrs.: Median resident age
- 79%: White
- 8% Asian
- 7% Black
- 3%: Other
- 96%: High school or higher
- 45%: Associates/Bachelor's degree or higher
- 44%: Households with children
- 34%: Households without children
- 17%: Live alone
- 5%: Non-family households

Economy and Jobs:

- 8,551: Employment in Savage
- 2.6%: Unemployment rate (2018)
- \$101,899: Median household income

Housing:

- 85%: Homeownership rate
- \$308,653: Median housing value

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

- We see an opportunity to continue our mission to be a church that is focused on gender and racial equality. We are interested in casting a wider net to look not only within Savage/Prior Lake but also outside our immediate community.
- We are open to new opportunities that address the growing population of Savage and the challenges of the wider community.

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

- Because of our visible location behind Target, people are well aware of our existence. Comments often heard are: 1) It looks like a house. 2) They see it when they pass by.
- We are known in the community as an open and affirming church. We fly the rainbow flag proudly.
- We are known in the community as a church that respects and honors all beliefs.

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

- Accepting of all, open and affirming, no matter who you are.
- Progressive.
- Inclusive.
- A genuine sense of welcoming, friendliness and caring.

- Small church setting.
- Want children raised in an open & affirming environment.
- Compassionate.

References:

Name up to three people who have agreed to serve as phone and written references. 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:

Amy Loutzenhiser / Frequent visitor.

847-877-5069 / alloutze@gmail.com / Daughter of a member.

Hello, my name is Amy Loutzenhiser. My parents have been active members of New Spirit Church since 1999. I live in the Chicago area but, I'm back "home" a handful of times a year and attend church with my parents when I am. Both my parents and I were raised in UCC churches. I even went to a UCC founded college. However, prior to New Spirit all of our churches had been Congregational based in nature and larger and more well established so, New Spirit has been a bit of a different UCC experience than we've had before. When my parents joined New Spirit, the congregation wasn't in the building they call home today. They were still meeting at a community center. It was a small but, active congregation. It was kind of great to see the whole congregation work together each Sunday to "put the church together" and turn a conference room into a sanctuary. There was a trailer that needed to be unpacked and setup in the room as well as chairs and hymnals to be put out. Everyone had their job and they all worked together to make the service happen each week.

That sense of community and teamwork strengthened as the church began work turning a farmhouse into the church that it has today. There was some hired labor but, by in large the work was mostly done by members. My Dad spent many hours working on the church and my Mom delivered many ice cream bars to workers. The tight knit group that worshiped at a community

center were now even tighter as they built their home. It was something you could actually feel as you attended worship.

It has been quite a few years and there have been a few ministers throughout that time and some members have come and gone and the congregation has grown but, that feeling has seemed to remain. I think that is this church's strength. Their sense of community and the willingness of members to jump in and do whatever needs to be done. To be able to bring others easily into that fold and just be there for each other.

That being said I would also say that is a bit of their weakness too now that they are a little bigger. The church has all of the established committees it should have however, a bit of that spirit of people just doing what needs to be done has stayed so each committee doesn't necessarily do what it should be doing because someone else has "always done that". It can make it hard to track things down that you need or find the right person to talk to about something. I think it is the perfect time for the church to get a bit more structure on that front to make it easier for new members as well as give each committee that sense of ownership over everything that falls under them. All in all, New Spirit is a great place to be. When my parents said they were looking at joining a startup church I didn't know what to think. That hasn't been our norm up to date, so I was skeptical and a little hesitant initially. However, it didn't take long for the church to win me over. The people, whether they were raised UCC or not, have a UCC heart in their beliefs and actions and it is a great place to be.

Blessings, Amy Loutzenhiser.

Ron and Alice Keith / Frequent visitors.

712-592-2146 /revron1946@gmail.com / Friends to many of the congregation.

To our good friends at New Spirit United Church of Christ:

We have enjoyed and appreciated our attendance at New Spirit UCC over the past several years. We have a number of good friends who are active members of NSUCC, and we have found this congregation to have dedicated and gifted participants. NSUCC's passion and creativity in its ministry of justice has impressed and encouraged us, and we find that ministry lived out in New Spirit in a powerful and inspiring way.

I (Ron) am an ordained minister in the Christian Church (Disciples of Christ), and we are active members of First Christian Church in Minneapolis. Disciples

and UCC have shared in mission and ministry in many ways over the years, and we feel our support and encouragement of our sister congregation is an important part of our ministry. We will continue to visit and participate with you in worship from time to time and wish for you the very best that God has to offer.

Grace and peace,
Rev. Ron and Alice Keith.

Kem Timlin / Frequent visitor.

763-273-4862 / kemtimlin5@gmail.com / Sister of a member.

To whom it may concern,

I have been asked to write a letter describing my experience at New Spirit United Church of Christ. I do so with pleasure.

I have attended several services at New Spirit. I found the congregation to be extremely welcoming. Everyone I met greeted me with a smile and a kind sentiment. Pastor Sonny Graves warmly greeted me and took the time to engage in conversation though he was busy getting ready for the service.

The range of congregants was impressive - it was evident New Spirit welcomed people from all stations in life. Attendees were treated with warmth and respect.

The services provided opportunities for the congregation to actively engage, giving the services more meaning. The physical set up was lovely, providing a special space that allowed children a calming place to be while they participated in the service.

New Spirit also supports several outreach programs, aimed to assist the community, such as their Free Store and Sunday School. During the pandemic, they held online services to accommodate their congregation.

My experience with New Spirit United Church of Christ was one of the best church experiences I've ever had!

Sincerely,

Kem Timlin

Closing Thoughts:

Closing Prayer:

Dear Lord, you have granted and blessed New Spirit as a place of worship for all people. We pray for your guidance to help us strengthen our faith, our worship and our service to others. Our church was built on a surface of rock, may that foundation continue as we grow in wisdom and abide by your teachings.

Amen

Matthew 7:25 KJV: "And the rain descended, and the floods came, and the winds blew, and beat upon the house; and it fell not: for it was founded upon a rock..."



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.

Which individuals and groups in the church contributed to the contents of this Local Church Profile:

- Church secretary, treasurer, moderator, deacons, trustees, children's education, mission and other individuals of the church.

Additional comments for interpreting the profile:

- This profile was written by the Search Committee: Carolyn Loutzenhiser, Candace Moffitt, Lori Timlin, John Warming.

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

Staff Comment:

yes, all is correct

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

Staff Comment:

yes, all is correct.

My signature below attests to the above three items.

Signature: *Sheresa Simpson-Rice*
Name / Title: *Rev. Sheresa Simpson-Rice, interim AEM, MN conf.*
Email: *sheresar@uccmn.org*
Phone: *717-318-6865*
Date: *3.1.21*

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