

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

Brookings United Church of Christ
Brookings, SD 57006

Settled Pastor

Tri-Conference
Two Rivers Association

[Validation Date]

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.

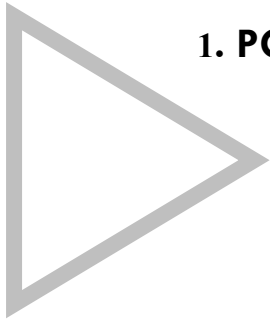
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – **WHO ARE WE NOW**, **WHO IS OUR NEIGHBOR**, and **WHO IS GOD CALLING US TO BECOME** – are meant to be updated every 3-5 years. 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-telling 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 Mission InSite reports containing demographic information on your community. More information on types of pastorate in the United Church of Christ can be found in the Call Agreement Workbook. Be sure to use the Call Agreement Workbook's Scope of Work to describe in this Local Church Profile the position being sought.

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

The last page of the Local Church Profile contains a statement that parallels the consent statement signed by ministers in the UCC Ministerial Profile. In keeping with the covenantal relationship between a church and those it seeks to call, this statement encourages an open, honest exchange of information. On behalf of the United Church of Christ, and on the basis of the best knowledge available to them, your conference staff will validate your completed Local Church Profile when it is ready to be shared in relationship with prospective new leaders.



1. POSITION POSTING

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

1a. LISTING INFORMATION

Church name: *Brookings United Church of Christ*

Street address: *828 8th Street S.*

Supplemental web links: *brookingsucc.org*

Additional ecumenical affiliations (*e.g., denominations, communions, fellowships*):

Conference: South Dakota Conference

Association: Two Rivers Association

UCC Conference or Association Staff Contact Person (Name, Title, Phone, Email):

Rev. Samantha Houser, Associate Conference Minister

403-350-1714 --- samantha@ucctcm.org

Summary Ministry Description:

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

We see ourselves as a young church whose potential is not yet realized. We have had many struggles in our short life and we look forward to pastoral leadership that can provide the spiritual guidance and steadiness that can build this church into a strong, faithful, compassionate, Open, Affirming, and Inclusive force in our community. Our congregational vision includes membership growth, greater involvement in the local community, denominational activities, and diverse spiritual and artistic offerings to the people in the Brookings area. We seek a pastor who can embrace that vision and help us create even greater opportunities for Brookings United Church of Christ to achieve our individual and collective potential.

Photographs: see attached

See cityofbrookings-sd.gov and brookingschamber.org for additional information about the community

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

Brookings is a unique community compared to similar communities of this size. As home of the largest state university, Brookings enjoys great cultural, economic and social diversity.

Current size of membership: 80

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

Position Title: Pastor

Position Duration (*choose one, delete the other options listed*):

Settled – a called position intended for longer-term ministry in which the minister moves church membership to the congregation and moves standing to related association

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

Full Time

Does the total support package meet conference compensation guidelines? YES

1b. SCOPE OF WORK

Prepare for and lead Sunday worship including scripture, liturgy and bulletin. Sermon preparation, guiding lay liturgist, planning and coordinating music with church musician.

Lead additional seasonal worship services – i.e.; Lent, Advent, etc.

Provide pastoral care to parishioners in the hospital, skilled, care, or homebound as requested, needed or desired.

Coordinating adult Bible studies and/or Spirituality Based studies with lay leadership.

Ministry to youth in Confirmation Classes

Outreach to students at SDSU

Attend BUCC Council meetings

Work with leadership as support/resource person and to develop leadership gifts within the congregation.

Church Office Hours --- TBD

Participate in wider church events such as Two Rivers Association meetings, South Dakota Conference events and Tri-Conference events.

Involvement in local community organizations such as Ministerial Association/Alliance meetings, LBGTQ

Advocacy related groups.

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 time-conscious person.)

Effective speaker, good leader, compassionate and caring

1c. COMPENSATION AND SUPPORT

Salary Basis (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*): To be negotiated per the UCC compensation guidelines

Benefits (*choose one*):

Salary plus 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*)?

Living nearby with housing allowance.

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

Brookings and surrounding smaller communities provide a wide range of housing options

State any incentives (*e.g., school debt reduction or retention bonus after a certain number of years in position*): an additional 2 month paid sabbatical after 5 years of service. We will also consider contributing to moving expenses.

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

Brookings has a Ministerial Association for support and community action. We would encourage involvement in any education and spiritual support provided by the Conference/Association.

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

We are willing to adjust meetings to fit with the Pastors schedule. Lay leaders are ready to help with visitation, etc.

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

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

We seek to increase our focus on mission and to increase the involvement of church members in that mission. We hope to promote our church as progressive and inclusive and want to expand our social media outreach.

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

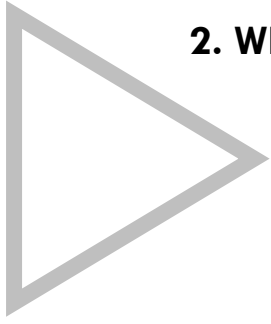
We seek a pastor who can build fellowship among church members -- who will support our ideas and will challenge us as to not become complacent. We encourage a minister to become involved in community concerns and issues, and pledge our support for our minister's efforts.

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

English

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

1. *Exhibiting a spiritual foundation and ongoing spiritual practice.*
2. *Caring for all creation.*
3. *Working together for justice and mercy.*
4. *Strengthening inter and intra personal assets.*



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?

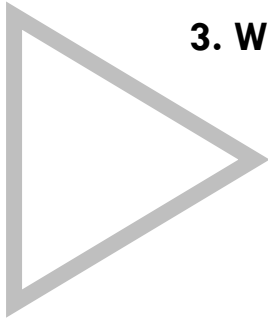
It is the strong belief of the congregation that God is calling us to find more and better ways to fulfill our mission; i.e., to live our faith by reaching out to the community to help those in need and being an accepting community of faith.

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

For example, describe two experiments your congregation has initiated or engaged in the past year, what were the results and where do you see your next steps? Has your church had a multi-year strategic plan or vision statement; if so, where do you see that plan/vision taking you?

1. Brookings UCC has established a relationship with Medary Elementary School. The school has the largest percentage of low-income students in the Brookings school system. Our goal is to provide financial and emotional support to these students and the staff. Our building has been designated as a site for Medary students in G.A.P. (Great Afterschool Program) in the event the school goes to a Hybrid Learning situation.
2. Brookings UCC displays the Rainbow Banner on the street side of the sanctuary in order to affirm our Open and Affirming (ONA) status. Unfortunately, the banners have been stolen, but we continue to replace them to further our mission.

We do not have a multi-year strategic plan but hope to draft one with the guidance and assistance of a new 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

Describe your congregation’s life of faith.

For example, what beliefs and commitments are stated in your congregation’s purpose statement or membership vows? How is God most often described in worship liturgy? In what ways would you describe the Holy Spirit in your midst?

Our Church covenant says that we seek to create a community that is:

- Welcoming, Open and Affirming, and Inclusive.
- Compassionate and open-hearted.
- Where questions are encouraged.
- Where there's no checklist of "orthodoxy."
- Where God's call is discerned individually and collectively, so that we might embrace it more fully as a united community.
- Where ambiguity can be a partner to faith.

We understand that referring to God as “Father” may be hurtful to some people, but we also understand that referring to God as “Mother” may be offensive to others. We encourage the use of gender neutral language such as “Creator God.” The Holy Spirit is found in our loving community in which we strive to embrace all who enter our doors, virtually and physically.

Describe several strengths or positive qualities of your congregation.

The Brookings United Church of Christ is an ONA, joyful, supportive, caring, questioning, and receptive congregation. The congregation has become skilled with the day to day demands of the church since we have had numerous interim pastors. We rely on the pastor to address the spiritual needs of the church but not be concerned about the management of the church.

Describe what worship is like when your congregation gathers.

For example, where does worship take place, and what is it based around? What was a recent baptism like? What are some words used to describe good preaching?

The sanctuary is set up with chairs so we have flexibility in the arrangement of the service. At times we

have pulled the chairs into a circle, but often curved rows so we can see and connect with each other as we worship. We come as a true community of faith but also as individuals of faith. We appreciate inclusive language and sermons that help us reevaluate Scripture and make it applicable to our everyday lives. We appreciate being able to carry the message of the pastor and sustenance we receive each week out into our greater community when we leave the church each week. Prior to the pandemic, the fellowship shown over coffee and treats helped keep us connected and caring. We hope to return to this practice when it is safe to do so.

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

For example, how are young people in leadership? How do people continue to form their faith over a lifetime? Name a topic studied or curriculum used recently; what was the impact of this study on those who attended?

At this time, we have no young people in leadership. Adult study is of the universal church and involvement in the progressive faith experience. Recent studies include Marcus Borg- Speaking Christian, Robin Meyers -The Underground Church and presently Richard Rohr -The Universal Christ.

Describe how your congregation is organized for ministry and mission.

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

- When it comes to decision-making, how many hours are spent in meetings per month?
1-3
- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?
- In a 3 month time period our Pastor resigned with 5 days notice due to health issues, our musician resigned due to a critical family illness and our office manager left to seek full-time employment.

Our council developed a list of 5 to 6 pulpit supply pastors in the event of short notice ever happening again. We have done the same regarding musicians. Our council treasurer volunteered to cover the responsibilities of the office manager during the time of transition. We would welcome input from new leadership regarding office staff.

Generally, when action needs to be taken quickly the church council is contacted by our office manager to either meet in person or communicate by electronic means.

- 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] See *By-Laws attached*

3b. 11-YEAR REPORT

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

The 11-Year Report may be found at the end of the Profile.

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	35	No
Number of active non-members:	20	No
Total of church participants (sum of the numbers above):	55	No

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	30%	No
Less than 10, more than 5 years:	31%	No
Less than 5 years:	39%	No

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>
5	5	5	15	6	10	20	21	24	

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:		
Households with minors:	20%	

Single adults age 35-65:		
Joint households with no minors:	46%	
Single adults over 65:	34%	

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	32%	
College:	46%	
Graduate School:	10%	
Specialty Training:	12%	
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	52%	
Adults who are retired:	48%	
Adults who are not fully employed:		

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

College professors, teachers, professionals, manual laborers

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 are mono-cultural (Caucasian of European descent)

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one in the near future (perhaps using, for example, the Welcoming Diversity Inventory)?

Please note the date. Comment after the exercise:

We have not had formal conversations about welcoming diversity, but hope to do so with

new leadership.

3d. PARTICIPATION AND STAFFING

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

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? <i>(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</i>
Adult Groups or Classes	12	Lay leaders
Baptisms <i>(number last year)</i>		
Children's Groups or Classes	6	Minister & lay leaders
Christmas Eve and Easter Worship	120	Minister
Church-wide Meals		
Choirs and Music Groups	4	Lay Leader
Church-based Bible Study	6 - 8	Lay Leader
Communion <i>(served how often?)</i>	monthly	Minister
Community Meals	25	Lay Leaders
Confirmation <i>(number confirmed last year)</i>		
Drama or Dance Program		
Funerals <i>(number last year)</i>	4	Minister
Intergenerational Groups		
Outdoor Worship	10	Minister
Prayer or Meditation Groups		
Public Advocacy Work	8	Lay Leaders
Retreats		
Theology or Bible Programs in the	7	VBS – Coordinated with Ascension

Community		Lutheran
Weddings (<i>number last year</i>)	2	Minister
Worship (time slot: 10am)	45	Minister
Worship (time slot: _____)		
Young Adult Groups or Classes		
Youth Groups or Classes	7	Minister – Confirmation Class – Love, Live Lent – Advent Adventure
Other		

Additional comments:

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

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Carl Kline			Occasional Pulpit Supply	Y
Terri Akkerman			Occasional Pulpit Supply	Y
Dawn Jones			Occasional Pulpit Supply	Y

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:

Occasional Pulpit Supply and council member

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	Supervised by	Length of Tenure for current person in this
----------------	----------------	-------------------------------	---------------	---

		time, volunteer)		position
Office Manager	yes	volunteer	moderator	5 years
Janitor		\$25/hr.	Office Mgr.	3 years

REFLECTION

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

Brookings UCC has many inactive members and we hope to find ways to encourage them to participate again. We also see an opportunity to form relationships with SDSU students.

3e. CHURCH FINANCES

Current annual income (dollars used during most recent fiscal year)	2019	2020
Source	Amount	
Annual Offerings and Pledged Giving	\$99,869	\$91,627
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$ 0	
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$ 0	
Fundraising Events	\$ 0	
Gifts Designated for a Specific Purpose – ADA Door Opener	\$	3500
Grants	\$ 0	
Rentals of Church Building	\$650	--
Rentals of Church Parsonage	\$	N/A
Support from Related Organizations (<i>e.g., Women's Group</i>)	\$	None
Transfers from Special Accounts	\$	0

Other (specify): Memorial Gift	\$	\$100,000
Other (specify):	\$	
TOTAL	\$99,869	\$191,627

Current annual expenses (dollars budgeted for most recent fiscal year): \$82,434 \$88,823
Attach most recent church budget, spending plan, operating statement, or annual treasurer's report as shared publicly with the congregation, or – if your church does not pass an annual budget – list current budgeted expenses here.

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 2019 – 27% 2020 – 19%

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)*

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

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

OCWM is calculated off membership numbers

What is the church's current indebtedness?

Total amount of loan debt: None

Reason for debt:

Are capital and other payments current?

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.

No project projected

If the church has had capital campaigns in the last ten years, describe: None

Year(s)	Purpose	Goal	Result	Impact
---------	---------	------	--------	--------

		\$	\$	
		\$	\$	

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

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

Describe the prominent mission component(s) involved in the most recent (or current) capital campaign. None

Does your church have an endowment? No

What is the market value of the assets?

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

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

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

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

Please comment on the above calculations or estimates:

Other Assets

Reserves (savings): \$ 20,000

Investments (other than endowment): \$ --

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 only buildings the church currently owns are the sanctuary and the education wing.

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 entrances are wheelchair accessible with ADA button access on the west entrance. The restrooms, offices, classrooms, kitchen and pulpit are wheelchair accessible.

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

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

The Brookings UCC has a very committed congregation that supports the church financially, even if we are at times without spiritual leadership. We realize that our aging congregation and lack of consistent spiritual leadership make it difficult to continue to fulfill our mission in the community.

Brookings UCC implemented Quick books Accounting System in 2016 that is used to process and track all the church's financials as well as preparing the budget for the coming year.

3f. HISTORICAL INFORMATION

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

Payoff of the Education Wing Addition in 2017

Payoff the Church Mortgage in 2020

The decision to go forward on faith and vision of God's plan for us to hire a full-time Pastor.

Paying off the mortgage of our church ahead of schedule helped give us the courage to consider hiring a full-time Pastor. We are stepping out on faith that God does have a plan for us and that we need to trust in that and do our part to move forward.

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

The BUCC Council reached out to the Session of Brookings First Presbyterian to request conversation about the possibility of sharing clergy in response to the call of the Holy Spirit. That conversation was between three parties--the BUCC Council, the BFP Session and Rev Norlita Kaul. The in-depth conversation and coordination lasted five months with all three parties feeling called to sign on to a contract for a six-month trial period of yoking. After three months the BUCC Council, BFP and Rev Kaul mutually agree not to extend the yoking agreement beyond the original 6-month period. The 6-month yoking was revealing in positive ways to both congregations about our identities and theology. All three parties are stronger and wiser for the experience of having the trust and confidence to try something new.

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

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

We have been fortunate to have had no significant conflict between congregation members. At this time we do not have a formal policy to deal with conflict, we have been blessed to have productive communication and move forward based on a majority.

When we have had conflict with groups outside the membership, we come together to discuss and decide on the best way to move forward. There has been a time when we felt a lack of respect in communication and disagreement in how the situation from outside our congregation was addressed. However, as a congregation we were in complete agreement on how to communicate our feeling to the other party and move on from there.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Rev. Bob Alpers	1989 – 2000	Y
Rev. Jean Morrow	2001 – 2004	Y
Rev. Bill Cooper	2004 – 2005	Y

Rev. Wayne Meidinger	2005 – 2009	Y
Rev. David Hansen	2009 – 2010	Y
Rev. Emily Goldthwaite Fries (Interim)	2011 – 2012	Y
Rev. Wade Schemmel	2013 - 2016	Y
Rev. Teri Johnson	2017 – 2020	N
Rev. Norlita Kaul	2020 - 2021	N

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

With our most recent Pastor, we have learned that we can grow with open, affirming, and inclusive leadership. We have only ever had either part-time or interim leadership and we feel we have been more of a stepping stone for leadership to move on to full-time ministry.

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

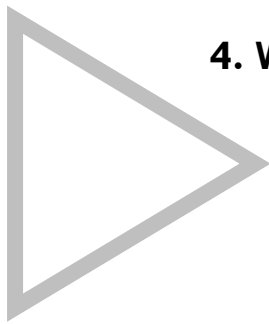
Y/N/Ask us

Has your church been involved in a Situational Support Consultation?

Y/N/Ask us

Has a past pastor been the subject of a Fitness Review while at your church?

Y/N/Ask us



4. WHO IS OUR NEIGHBOR?

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

- a. COMMUNITY VISION
- b. MISSION InSite

4a. COMMUNITY VISION

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

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

During the past two years, Brookings UCC established a relationship with Medary Elementary School, who has the largest population of low-income families in the Brookings School District. Our goal is to provide assistance to their low-income students as needed.

We also organized a program involving other churches to adopt a local care center. Assistance included providing flower planters and supplies to provide some color and joy to the residence and staff. We also provided treats to the caregivers who gave so much in the COVID setting. To engage with our neighbors near and far, we contribute to the 5 for 5 giving: OCWM, Strengthen the Church, Neighbors in Need, Christmas Fund, and OGHS.

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

In 2017 BUCC hosted the SD Conference Annual Meeting. We hope to be more active, especially in our Association, in the future.

Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations. (Find more information as desired at ucc.org.)

Check any statements below that apply to your UCC faith community.

- | | |
|--|--|
| <input checked="" type="checkbox"/> Accessible to All (A2A) | <input type="checkbox"/> Border and Immigrant Justice |
| <input checked="" type="checkbox"/> Creation Justice | <input type="checkbox"/> Inter-cultural/Multi-racial (I’M) |
| <input checked="" type="checkbox"/> Economic Justice | <input type="checkbox"/> Just Peace |
| <input type="checkbox"/> Faithful and Welcoming | <input type="checkbox"/> Global Mission Church |
| <input checked="" type="checkbox"/> God Is Still Speaking (GISS) | <input checked="" type="checkbox"/> Open and Affirming (ONA) |

WISE Congregation for Mental Health
 Other UCC designations:

Designations from other 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?

Brookings UCC is proudly known as an Open and Affirming congregation #1261. We strive to continually grow and change – opening us to new possibilities.

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

We are active with the Interfaith Council in Brookings as well as doing VBS with Ascension Lutheran (ELCA).

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. *We do have a mission statement. Weekly adult studies encourage spiritual growth and some members participate in local social justice demonstrations. The Social Justice activities members participate in are only those we support as a whole. When these activities arise, the congregation is made aware of them and encouraged to participate in if possible.*

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 expectations would be that the Pastor spends approximately 75% of time on local church and SDSU ministry, and the remaining time on the wider church.

4b. MISSION InSite

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

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?

Brookings is blessed to have a multi-cultural university, and vibrant downtown and many manufacturing businesses. Therefore, we are provided with many educational and job opportunities. The last census shows Brookings as 92% white.

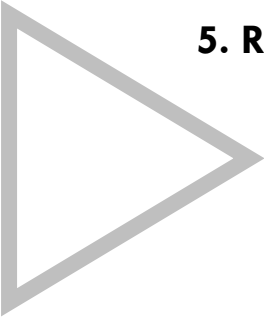
How are the demographics of the community currently shaping ministry, or not?

Demographics are not shaping our ministry now. With new long-term leadership and strategic planning, we hope to improve in this area.

What do you hear when you talk to community leaders and ask them what your church is known for?
For many years Brookings UCC hosted an “Empty Bowls” soup supper fundraiser. Proceeds were initially sent to Heifer International and then to local projects, Harvest Table, Feeding Brookings and the Food Pantry. It was strongly supported by the community.

What do new people in the church say when asked what got them involved?
New people find the congregation to be welcoming, to be like family and accepting of all cultures.

5. REFERENCES



Name up to three people who have agreed to serve as phone and written references. Advise the three references: “The contact information you provide may be shared publicly. Please use contact information that you feel comfortable giving to candidates so they can reach you with their questions.”

Make sure they are not members of your church but are persons who know your church well enough to be helpful to candidates seeking more information. Request a letter from each reference in answer to the four prompts below. Attach the letters (up to three) as desired.

REFERENCE 1

Name / Position / Setting

(Telephone / Email / Relationship to the Congregation)

Dave Dykhouse – Paint Contractor, SDSU employee, recovering Calvinist.

Cell 605-690-3284 – Email: davemona@swiftel.net – friend of the church

REFERENCE 2

Name / Position / Setting

(Telephone / Email / Relationship to the Congregation)

Lawrence Novotny - retired

605-692-6026 – 605-691-9129 cell – Email: actup@brookings.net – friend of the church

REFERENCE 3

Name / Position / Setting

(Telephone / Email / Relationship to the Congregation)

Rev. Terri Akkerman - retired

605-854-3422 – Email: takkrmn@gmail.com – friend of the church

PROMPTS FOR REFERENCES

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

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

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

Anything else you wish to share.



6. CLOSING THOUGHTS

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

6a. CLOSING PRAYER

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

The congregation looks forward to calling a Minister of Word and Sacrament with whom we can walk beside on a journey of shared and mutual love and affection as we serve God, follow Jesus and listen for the call of the Holy Spirit.

There is a balance between comforting the afflicted and affecting the comfortable. We pray for a Pastor that can achieve that balance.

Music – “Nothing More” By The Alternate Routes

To be humble, to be kind
It is the giving of the peace in your mind
To a stranger, to a friend...
To give in such a way that has no end
We are love
We are one
We are how we treat each other when the day is done
We are peace
We are war
We are how we treat each other and nothing more
To be bold, to be brave;
It is the thinking that the heart can still be saved
And the darkness can come quick;
The Danger's in the Anger and the hanging on to it
We are love
We are one
We are how we treat each other when the day is done
We are peace
We are war
We are how we treat each other and nothing more
Tell me what it is that you see
A world that's filled with endless possibilities?
Heroes don't look like they used to, they look like you do
We are love
We are one

We are how we treat each other when the day is done
We are peace
We are war
We are how we treat each other and nothing more
We are how we treat each other and nothing more
We are how we treat each other

6b. STATEMENT OF CONSENT

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

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

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

The profile was completed by some council members, several long-time members and a few friends of the church.

2. Additional comments for interpreting the profile:

Linda Langner, Council Moderator

Signed:



6c. 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:

Name / Position / Setting

Dave Dykhouse – Paint contractor, SDSU employee, recovering Calvinist.

Mona and I have been attending the UCC services and Sunday school class part time for the last five years and also Thursday Night Chew full time since its inception five years ago. For the last 15 years I have attended/facilitated a Methodist church Sunday school heretic class and have also occasionally provided some material for the UCC Sunday School class as well as most of the DVD content to chew on for Thursday nights.

Telephone: personal cell 605-690-3284, work cell 605-690-0629, landline 605-696-0264 / Email: davemona@swiftel.net

Relationship to the Congregation: Non member

Prompts for References:

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

It is the only church in the area that seems to fully embody the eight values of Progressive Christianity. It is a church that is open, affirming and inclusive, a place that is for the most part not fearful when it comes to speaking or listening to different opinions and is not fearful of other non Christian faith traditions. I appreciate that it is a non creedal church that embraces the values and teachings of Jesus the Christ (that were reduced to just a comma in the Apostles Creed) and have used a comma as part of the church identity. It really is the Church of Last Resort for those living outside the margins of traditional Christianity.

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

Become more visible in the community and SDSU campus both in terms of social justice matters and as being an alternative to church as usual, something that is more than just another Sunday morning social club. This church was once described to me by a pastor as being "a jewel of a church

and the best kept secret in Brookings". It's time to somehow let the secret leak out before it's too late.

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

It would have to be attending Thursday Night Chew for the last five years. It has very helpful to have a group with whom to commiserate and decompress the daily political nightmares of the last four year. Most churches would be critical of or shy away from political discussion even though it would seem that the core political problems are primarily spiritual in nature. Our state and national politics show a total lack of morality, ethics, social justice and compassion, the very values that are at the heart of the teachings of Jesus the Christ. Chew has also been a valuable extension of Sunday school as it allows for more time to dig a little deeper into well of spiritual wisdom and insight from not only the Christian tradition but other world religions as well.

Brookings United Church of Christ external reference

Lawrence Novotny
928 8th Street, Brookings SD 57006
actup@brookings.net
605-692-6026 h 605-691-9129 c

I am not a member of the church but have attended many social functions hosted at the church.

The BUCC has a vital role to play in Brookings since it is the most progressive church in the community.

Some of the progressive/social events are/were:

- Empty Bowls – a community supper and fundraiser for Heifer International
- Backpack Project
- Something to Chew On
- The first World AIDS Service held in Brookings
- Community forums about the Israel – Palestine issue
- first church in Brookings to become an open welcoming congregation for the LGBTQ community.

To me the BUCC's strength is its support of progressive theology and social programs. The church needs to rebuild its dwindling membership in order to continue to be a viable member of Brookings.

I first became aware of UCC during the 1970s when Carl Kline, a UCC minister, was campus minister at SDSU United Ministries Center. I became acquainted with BUCC's founding minister Bob Alpers when both of us serviced on the United Ministries Board.

My husband and I have been worshipping with Brookings United Church of Christ sporadically since 2011, when I retired from ministry and we moved back to our farm. Sporadically, because we live an hours drive away. If we were closer we'd be members and worshipping every week, April through November, as we winter in Texas.

Brookings United Church of Christ is a progressive church, meaning they study scripture taking in account the historical, contextual, cultural issues of the time. They take scripture seriously but not always literally. They are involved in issues of justice within Brookings as well as South Dakota and our nation. For many years they sponsored an Empty Bowl dinner with proceeds sent to organizations that feed hungry people. They were often referred to in Brookings as the "church of the empty bowls". They support many community wide projects as well.

They are a welcoming church. With a new building (comparatively) physical accessibility is a given. And the sanctuary is filled with light! The worship area has chairs, not pews, and can handle many people, or rearrange the chairs so that a smaller group doesn't feel lost. A few year ago they voted to become Open and Affirming; the vote wasn't a big step for them. They hung a gay pride flag outside and have had to replace it twice. They have had a relationship with the native Americans on campus at SDSU.

They have a strong lay leadership who are open to new ideas. A couple of years ago the adult Sunday morning class read and studied "The Underground Church" by Robin Meyers. After studying the history of Communion, they celebrated communion in the midst of a full meal on Sunday morning in the sanctuary. It was a wonderful experience for me, not just a good meal but a 'come-unioning' with people I don't see often and talk with even less. I realized again how important it is to be in a community that seeks to follow Jesus and the way of God. It strengthens your faith.

They need a pastor; someone who supports and encourages them in their ministry, someone who pastors them in their ministry and who enjoys them in their ministry.

Rev. Terri Akkerman

De Smet, SD

**BY-LAWS OF THE
UNITED CHURCH OF CHRIST
OF BROOKINGS, SOUTH DAKOTA, INC.**

ARTICLE I. NAME

The name of this church is **The United Church of Christ of Brookings, South Dakota, Inc.**

ARTICLE II. PURPOSE AND COVENANT

The purpose of this church is to promote the Word of God by being a community of love and faith, worshipping, reaching out in service, inviting others to be members of this congregation, nurturing members in Christian growth and spirituality, and being a partner church in the United Church of Christ.

The following is the covenant of the church:

"Responding to the opportunity that God gives to us to be a new church in a new century in South Dakota, we covenant with God and one another to be a faithful United Church of Christ. We promise:

"To trust God to guide us into the future;

"To praise God's name joyfully in worship as we journey in faith;

"To seek a meaningful life for ourselves and others by showing forth the love of Christ;

"To be an open and affirming congregation for all people;

"To be a responsible and faithful local church with the help of the Holy Spirit;

"To be ecumenical in our relationship with other local churches in the bond of peace;

"To join with the churches of the South Dakota Conference and the United Church of Christ for mutual support and common mission to all the world."

ARTICLE III. POLITY

The local congregation will govern itself through actions taken and policies decided at congregational meetings.

Just as the members of the local church covenant together to be the church, our local church also covenants with the Sioux Central Association, the South Dakota Conference of the United Church of Christ, and the United Church of Christ to be the church in mission and in community.

The United Church of Christ of Brookings, South Dakota, Inc., unites with the United Church of Christ and approves the constitution and by-laws of the United Church of Christ. If at any time this local congregation dissolves, all of the church's property and the other assets shall revert to the South Dakota Conference of the United Church of Christ or its successor.

ARTICLE IV. FAITH

This church recognizes the historical creeds and the United Church of Christ Statements of Faith as true expressions of the faith which is revealed in the Bible and which prospers the creative and redemptive work of the church in the world. Also, this local church affirms the responsibility in this generation to make this faith its own in its own words, deeds, and symbols.

ARTICLE V. MEMBERSHIP

Any baptized person who pledges the Covenant of this church may become a member by profession of faith, transfer, or confirmation. There shall be two types of membership. Regular members are those with primary or exclusive membership in this church. Associate

members are those who are temporary residents in the Brookings area or those who for other reasons wish to retain primary membership in others churches. Both regular and associate members have the full rights of members and are eligible to vote and hold office in the church. Every member retains his or her right as a member until each requests her or his transfer to another church, requests the Church Council remove his or her name, or is placed by the Church Council on an inactive roll after a continuous period of no participation for two years.

ARTICLE VI. CONGREGATIONAL MEETINGS

The annual meeting of the congregation will be held on the third Sunday in January. At this meeting, reports will be received and reviewed, a budget for the year will be adopted, an election of officers and Council members will be held, planning for the current year will be done, and any other appropriate business that comes before the congregation will be acted on. Special meetings of the congregation may be called by the Church Council, pastor, or by the written request of any ten members to the moderator. The call to the meeting by letter or by Sunday announcement must be made at least two full weeks prior to the meeting. The call will contain the purpose for the meeting.

ARTICLE VII. OFFICERS

Section 1. There will be three officers elected at the annual meeting. A moderator, treasurer, and secretary will be elected for a one-year term. The moderator may only serve two consecutive terms and may not be re-elected to subsequent terms unless the moderator has been off the position at least one year. The secretary and treasurer may serve without a limit of terms.

Section 2. Moderator. The Moderator shall be the principal executive officer of the corporation and, subject to the control of the Church Council, shall in general supervise and control all of the business and affairs of the corporation. The moderator shall, when present, preside at all meetings of the congregation and of the Church Council. The moderator may sign, with the secretary or any other proper officer of the corporation thereunto authorized by the Church Council, any deeds, mortgages, bonds, contracts, or other instruments which the Church Council has authorized to be executed, except in cases where the signing and execution thereof shall be expressly delegated by the Church Council or by these By-Laws to some other officer or agent of the corporation, or shall be required by law to be otherwise signed or executed; and in general shall perform all duties incident to the office of President and such other duties as may be prescribed by the Church Council from time to time.

Section 3. Secretary. The Secretary shall: (a) keep the minutes of the proceedings of the Church Council; (b) see that all notices are duly given in accordance with the provisions of these By-laws or as required by law; (c) be custodian of the corporate records and of the seal of the corporation and see that the seal of the corporation is affixed to all documents the execution of which on behalf of the corporation under its seal is duly authorized; and (d) in general perform all duties incident to the office of Secretary and such other duties as from time to time may be assigned by the moderator or by the Church Council.

Section 4. Treasurer. The Treasurer shall: (a) have charge and custody of and be responsible for all funds of the corporation; (b) receive and give receipts for moneys due and payable to the corporation from any source whatsoever, and deposit all such moneys in the name of the corporation in such banks, trust companies or other depositaries as shall be selected in accordance with the provisions of these By-Laws; and (c) in general perform all of the duties incident to the office of treasurer and such other duties as from time to time may be assigned by the moderator or by the Church Council. If required by the Church Council, the Treasurer shall give a bond for the faithful discharge of his or her duties in such sum and with such surety or sureties as the Church Council shall determine.

ARTICLE VIII. CHURCH COUNCIL

The Church Council consists of the three elected officers and eight members to be elected at the annual meeting. The terms for these eight Council members will be two years, with the exception of the first election where four will be elected for one-year terms. All succeeding terms will be for two years. Council members may be re-elected for a second term, but after two terms they cannot be re-elected until they have been off the Council for at least one year.

Vacancies on the Church Council will be filled by the Church Council until the next annual meeting. The elected moderator will be the chairperson of the Church Council.

The Council will act on behalf of the church, directing the work and mission of the church between the congregational meetings of the church, always subject to policies and guidelines set by the congregation.

ARTICLE IX. THE COMMISSIONS

There will be four working commissions which will carry out the stated mission and purpose of the church under the direction of the Church Council. Two members of the Church Council will be appointed to each commission by the Council and they will serve as convener and recorder of that commission. Other members of the congregation may be appointed to serve on any commission. The four commissions will be: Church Home, Church Life, Church Outreach, and Church Connection. The tasks of the respective commissions will include but not be limited to the following:

1. **Church Home Commission.** This commission will be charged with responsibility of property, staff, finances, and rentals. Their task will be to provide stewardship education and financial development.
2. **Church Life Commission.** This commission will work to develop the community of faith and love through Christian education, nurture, spiritual life, worship services, caregiving, and special groups.
3. **Church Outreach Commission.** This commission will carry out work in the areas of evangelism, social justice, service projects, publicity, and public events.
4. **Church Connection Commission.** This commission will promote the denomination's mission through basic support and special offerings, and also encourage attendance at Association and Conference meetings and special Conference and regional events. They will also represent our congregation in projects with other local congregations in the Brookings area.

ARTICLE X. NOMINATING COMMITTEE

A Nominating Committee of three members will be appointed by the Church Council. This committee will present a slate of candidates for all expired terms at the annual meeting.

ARTICLE XI. SACRAMENTS

Two Sacraments will be celebrated by the congregation: Baptism, which is the welcome into the household of faith, and Holy Communion, which is the participation in the community of faith.

ARTICLE XII. PASTOR

The church will call a pastor by a two-thirds vote of the congregation at a duly called meeting of the congregation. The pastor will be an ordained minister with standing in the United Church of Christ. The pastor will carry on a ministry of preaching, teaching, pastoral care, and administering the Sacraments.

When a vacancy occurs in the office of pastor, the church will contact the Conference minister's office and follow the standard procedures in selecting a new pastoral candidate.

The pastor will be a member of all commissions and the Church Council as a *ex-officio* member.

To resign, the pastor will give sixty-days' notice unless some other term is agreed on by the Church Council. The congregation may dismiss the pastor by a two-thirds vote at a duly called congregational meeting and give sixty-days' notice unless another notice term is mutually agreed on by pastor and congregation.

The term of the pastor shall be indefinite. Interim pastors' terms will be specified before they are called.

ARTICLE XIII. AMENDMENTS

These By-Laws may be amended by a two-thirds vote of the congregation at any regular or special meeting of the congregation, provided that written notice of the proposed amendment(s) is given by letter or by Sunday announcements at least two weeks in advance of the meeting where the proposed amendment(s) is considered.

ARTICLE XIV. CONTRACTS, LOANS, CHECKS, AND DEPOSITS

Section 1. Contracts. The Church Council may authorize any officer or officers, agent or agents, to enter into any contract or execute and deliver any instrument in the name of and on behalf of the corporation, and such authority may be general or confined to specific instances.

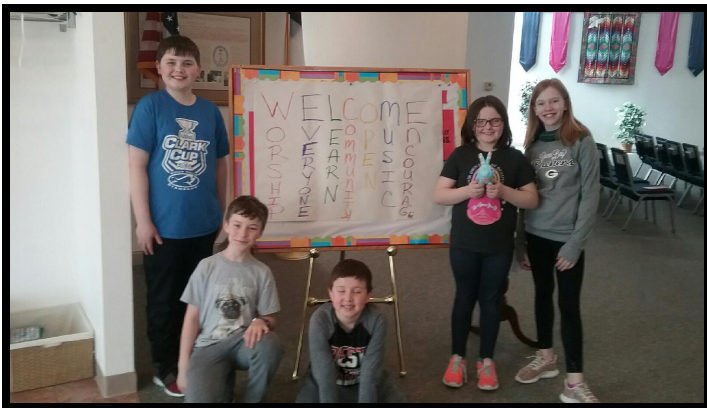
Section 2. Loans. No loans shall be contracted on behalf of the corporation and no evidences of indebtedness shall be issued in its name unless authorized by a resolution of the Church Council. Such authority may be general or confined to specific instances.

Section 3. Checks, drafts, etc. All checks, drafts or other orders for the payment of money, notes or other evidences of indebtedness issued in the name of the corporation, shall be signed by such officer or officers, agent or agents of the corporation and in such manner as shall from time to time be determined by resolution of the Church Council.

Section 4. Deposits. All funds of the corporation not otherwise employed shall be deposited from time to time to the credit of the corporation in such banks, trust companies, or other depositories as the Church Council may select.

ARTICLE XV. CORPORATE SEAL

The Church Council shall provide a corporate seal which shall be circular in form and shall have inscribed thereon the name of the corporation and the state of the incorporation and the words, "Corporate Seal."



**UNITED CHURCH
OF CHRIST**



This document is created through support to Our Church's Wider Mission (OCWM) and is only possible through the covenantal relationships of all settings of the United Church of Christ.

"Jesus answered them, 'Have faith in God!'" – Mark 11:22





P
L
A
C
E
S
I
N
B
R
O
O
K
I
N
G
S

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



Church#: 720155

Assoc: 741 Schedule: 0 United Church of Christ Brookings SD 57006

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	136	46	31	4	0	4	1	0	7
2010	140	46	30	0	0	6	2	0	4
2011	140	46	30	0	0	0	0	0	0
2012	140	46	30	0	0	0	0	0	0
2013	140	46	30	0	0	0	0	0	0
2014	54	30	12	0	0	12	8	90	-86
2015	59	27	11	0	0	5	0	0	5
2016	59	27	11	0	0	0	0	0	0
2017	59	27	11	0	0	0	0	0	0
2018	59	27	11	0	0	0	0	0	0
2019	59	27	11	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
2009	\$77,774	\$15,212	\$2,600	\$1,532	\$4,132	\$7,200	\$11,332	3.34	\$104,318	\$79,245
2010	\$69,189	\$15,212	\$0	\$804	\$804	\$10,153	\$10,957	0.00	\$95,358	\$85,061
2011	\$69,189	\$0	\$2,600	\$3,403	\$6,003	\$0	\$6,003	3.76	\$75,192	\$0
2012	\$69,189	\$0	\$0	\$161	\$161	\$0	\$161	0.00	\$69,350	\$0
2013	\$69,189	\$0	\$3,610	\$1,753	\$5,363	\$0	\$5,363	5.22	\$74,552	\$0
2014	\$63,103	\$15,212	\$2,600	\$1,603	\$4,203	\$1,608	\$5,811	4.12	\$84,126	\$83,479
2015	\$85,584	\$11,400	\$2,600	\$3,708	\$6,308	\$4,000	\$10,308	3.04	\$107,292	\$86,390
2016	\$85,584	\$0	\$2,600	\$796	\$3,396	\$0	\$3,396	3.04	\$88,980	\$0
2017	\$85,584	\$0	\$2,600	\$863	\$3,463	\$0	\$3,463	3.04	\$89,047	\$0
2018	\$85,584	\$0	\$0	\$0	\$0	\$0	\$0	0.00	\$85,584	\$0
2019	\$85,584	\$0	\$4,600	\$2,021	\$6,621	\$0	\$6,621	5.37	\$92,205	\$0

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2014-2019	9.26	-10.00	-8.33	-100.00	-100.00	35.63	57.53	9.60
2009-2019	-56.62	-41.30	-64.52	-100.00	-100.00	10.04	60.24	-11.61