

## Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

# INTRODUCING THE NEW LOCAL CHURCH PROFILE



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

**St. John's United Church of Christ, Faribault, MN**  
**Nerstrand UMC is completing their own profile**

**Settled Minister**

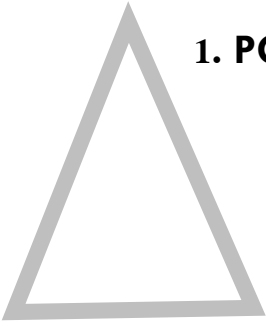
**Minnesota Conference United Church of Christ**

Validated 11/19/21

### LOCAL CHURCH PROFILE CONTENTS

- Position Posting
- Who Is God Calling Us To Become?
- Who Are We Now?
- Who Is Our Neighbor?
- References
- Consent and Validation

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



## 1. POSITION POSTING

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

### 1a. LISTING INFORMATION

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**Church names:** St. John's United Church of Christ –Yoked with Nerstrand United Methodist Church

**Street address:** 19086 Jacobs Ave, Faribault, MN and 12 Maple Street, Nerstrand, MN

**Supplemental web links:**

<https://stjohnsunitedchurchofchrist.info>

<http://NerstrandUMC.org>

**Additional ecumenical affiliations**

Minnesota Conference UCC

Minnesota Annual Conference UMC

**UCC Conference Staff Contact Person:**

Rev. Cindy Mueller (UCC Steward of Search and Call) 763-515-3281 [cindym@uccmn.org](mailto:cindym@uccmn.org)

Rev. Cynthia Williams (UMC District Superintendent) [cynthia.williams@minnesotaumc.org](mailto:cynthia.williams@minnesotaumc.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 know God has laid down a path for us and we are excited about the journey – we are looking for guidance and strong leadership from a pastor to help develop the internal leadership and relationship with God.*

*We wish to re-connect and revitalize individuals who may have become lost to the church.*

Photographs:



Wheeling Stone Church

Sanctuary at Christmas with Choir

Church Parsonage

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

Community of Faith & Family

Rich History/Heritage

Rural America – Hard Working

**Current size of membership:**

147

**Languages used in ministry:**

Special occasion-example: Christmas Eve - sing Silent Night in German to celebrate our heritage.

**Position Title:**

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

**Compensation Level**

Full Time

¾ Time

½ Time

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

Yes

**1b. SCOPE OF WORK**

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**40-50 hours weekly/10-12 units – shared with Yoked congregation – Nerstrand United Methodist Church.** Our churches yoking agreement is reviewed annually and the percentages of the package are modified according to size of membership.

**Core Competencies:**

Good Communicator, Faithful, Inspirational, Rooted in Scripture, multigenerational – looking for someone to relate to all ages – we have a range of infant to 99. Maybe more clearly stated as “relates to all ages”.

## 1c. COMPENSATION AND SUPPORT

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**Salary Basis:** Total package = \$75,000

**Benefits:**

Salary above includes Optional Benefits;

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

Parsonage Provided – Preference is to provide a parsonage for the pastor.

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

SE Clergy Cluster & Faribault Ministerial Assoc.

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

N/A

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

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

Create and present an inviting worship experience

Equipping servant leadership

Work with membership to develop skills relating to conflict resolution

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

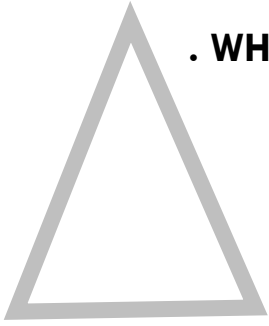
Developing ideas or path to positively impact and share with the community and beyond.

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

We have an aging congregation; many members have difficulty hearing during worship – a pastor or lay leaders may adapt ways to engage these members.

**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 8 Marks of Faithful & Effective Authorized Ministry* that your next minister will display to further equip the congregation's ministry in these areas.**

- Exhibiting a spiritual foundation and ongoing spiritual practice
  - Loving God, following Jesus Christ, and being guided by the Holy Spirit: Living a life of discipleship
  - Continuing discernment of one's call in the community
- Building Transformational Leadership Skills
  - Encourage leadership development of self and others through continuing ed and lifelong learning
  - Empowering the Church to be faithful to God's call, reflective of Christ's mission, and open to the surprises of the Holy Spirit.
- Engaging Sacred Stories and Traditions
  - Leading faith formation effectively across generations
  - Brining life to sacred stories and traditions in worship, proclamation, and witness
- Strengthening Inter-and Intra-Personal Assets
  - Demonstrating excellent communications skills
  - Developing and maintaining a healthy sense of self as shaped by God, community, and life experiences
  - Respecting the dignity of all God's people



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

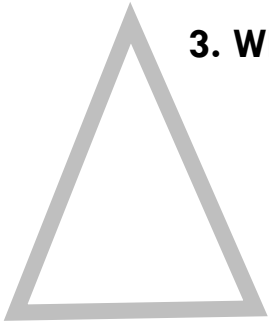
“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.” (Matthew 22:37 NRSV)

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

We want to become a church people will seek out, visit, feel welcome in. We would like to grow. We would like to teach our children to believe in and turn to God through their whole lives. We would like to be able to comfort and care for our elderly.

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

Virtual Church -We have been able to provide a worship service, with preaching and music during the pandemic lock down – and now continue for those who are shut ins – but there is more we can do. It is part of our visioning process – and we would expect a pastor to work through some of these ideas with us. We are a small congregation where technology is not “natural” as it is for some with large technology support – we are rather proud of the fact we have been able to provide this and are contemplating sustaining this practice into the future.



### 3. WHO ARE WE NOW?

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

- a. CONGREGATIONAL REFLECTIONS
- b. 11-YEAR REPORT
- c. CONGREGATIONAL DEMOGRAPHICS
- d. PARTICIPATION AND STAFFING
- e. CHURCH FINANCES
- f. HISTORICAL INFORMATION

#### 3a. CONGREGATIONAL REFLECTIONS

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

Our church’s Mission Statement – To promote Christian life, and to advance the Kingdom of God.

God is described as Father, God, Son, Jesus, Holy Spirit/Ghost.

We believe in teaching our children in Sunday School and confirmation

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

We care for one another

Community care – we come together in time of need – help your neighbor

Work of the church = teaching our children

We care for the “business” of the church = Business – taking care of items needing attention – paying bills, maintaining the buildings, sending out newsletters, administrative – budgeting – planning –

We have put the idea of mission giving, through Big Woods Race to others who may not have received a “mission giving” message before.

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

- The congregation/community spends time before and after church caring for each other – enjoying conversation and catching up. Our rural environment is made up of individuals from Nerstrand, Faribault, Northfield, Kenyon, and surrounding rural areas.
- Members and visitors express joy when “good” preaching occurs.
  - “Good” comes from the heart – is simple to understand and is relevant (relatable)
- We follow the lectionary readings
- Lay people are happy to participate in worship, if asked.
- Worship consists of prayer, singing, seasonal choir, sermon, scripture.
- The music is based in tradition – sprinkled with newer gospel songs.
- We use the Chalice Hymnal.
- Our sanctuary is typically brightly decorated for all seasons. Worship services are at 9 am for NUMC and 10:30 for SJUCC.
- Communion is shared the first Sunday of each month.



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

Sunday School/Vacation Bible School –

Christian Education is based on Bible Stories, Music, and creative activities

Confirmation curriculum varies with leadership – we encourage Catechism study.

Confirmation is a 2-year program during the school year, with presentation in the spring.

Sunday School follows the school year - including Sunday School Superintendent, parent teachers, music with our organist.

VBS usually occurs in June, run by congregation volunteers, have a theme each year.

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

Church Council is decision maker for all activity.

The Council consists of 3 Elders, 3 Deacon, 3 Trustees, and the minister - all are 3-year positions.

SPRC consists of 3 members from each church holding 3-year positions.

Spiritual Council gathers to work on strategic church/member issues. It is made up of the 3 Elders and the minister.

- When it comes to **decision-making**, how many hours are spent in meetings per month?  
3-4 hours when work is needed
- **Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?**  
Phone tree – call to action – this goes beyond the walls of our church

**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.

### 3b. 11-YEAR REPORT

Church#: 360470

Assoc: 434

Schedule: 0 Saint John's UCC

Faribault

MN 55021

| YEAR | MEMBERS | AVG WEEKLY ATTENDANCE | CHR ED/ FAITH FORM | CONFIRMATION | CONFESSION | TRANSFER OR REAFFIRM | DEATHS OR TRANS OUT | OTHER LOSSES | NET MEMBS ADDS-REMOVED |
|------|---------|-----------------------|--------------------|--------------|------------|----------------------|---------------------|--------------|------------------------|
| 2010 | 165     | 49                    | 10                 | 0            | 0          | 0                    | 7                   | 3            | -10                    |
| 2011 | 165     | 49                    | 10                 | 0            | 0          | 0                    | 0                   | 0            | 0                      |
| 2012 | 172     | 49                    | 16                 | 0            | 7          | 0                    | 0                   | 0            | 7                      |
| 2013 | 161     | 43                    | 10                 | 2            | 0          | 2                    | 1                   | 14           | -11                    |
| 2014 | 161     | 42                    | 15                 | 2            | 0          | 1                    | 3                   | 0            | 0                      |
| 2015 | 161     | 41                    | 12                 | 0            | 0          | 0                    | 0                   | 0            | 0                      |
| 2016 | 161     | 40                    | 14                 | 0            | 0          | 0                    | 0                   | 0            | 0                      |
| 2017 | 149     | 38                    | 12                 | 0            | 0          | 0                    | 1                   | 11           | -12                    |
| 2018 | 148     | 35                    | 20                 | 1            | 0          | 0                    | 2                   | 0            | -1                     |
| 2019 | 148     | 26                    | 23                 | 1            | 0          | 1                    | 2                   | 0            | 0                      |
| 2020 | 148     | 26                    | 23                 | 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 |
|------|------------------|------------------|---------------|----------------------|------------|-------------|---------------|------------------------|--------------|-----------------------|
| 2010 | \$87,897         | \$7,261          | \$2,910       | \$2,006              | \$4,916    | \$260       | \$5,176       | 3.31                   | \$100,334    | \$67,194              |
| 2011 | \$87,897         | \$0              | \$2,151       | \$464                | \$2,615    | \$0         | \$2,615       | 2.45                   | \$90,512     | \$0                   |
| 2012 | \$93,779         | \$6,355          | \$2,241       | \$2,913              | \$5,154    | \$260       | \$5,414       | 2.39                   | \$105,548    | \$68,634              |
| 2013 | \$93,569         | \$0              | \$2,546       | \$4,856              | \$7,402    | \$487       | \$7,889       | 2.72                   | \$101,458    | \$91,238              |
| 2014 | \$11,504         | \$17,125         | \$2,564       | \$2,717              | \$5,281    | \$0         | \$5,281       | 22.29                  | \$33,910     | \$55,223              |
| 2015 | \$99,381         | \$68,056         | \$2,460       | \$5,450              | \$7,910    | \$6,700     | \$14,610      | 2.48                   | \$182,047    | \$57,109              |
| 2016 | \$96,036         | \$0              | \$4,227       | \$2,467              | \$6,694    | \$0         | \$6,694       | 4.40                   | \$102,730    | \$73,466              |
| 2017 | \$14,018         | \$11,522         | \$0           | \$0                  | \$0        | \$1,946     | \$1,946       | 0.00                   | \$15,964     | \$69,606              |
| 2018 | \$121,733        | \$0              | \$1,666       | \$565                | \$2,231    | \$10,100    | \$12,331      | 1.37                   | \$134,064    | \$74,145              |
| 2019 | \$103,657        | \$7,360          | \$3,037       | \$3,380              | \$6,417    | \$0         | \$6,417       | 2.93                   | \$110,074    | \$70,087              |
| 2020 | \$103,657        | \$0              | \$2,125       | \$360                | \$2,485    | \$0         | \$2,485       | 2.05                   | \$106,142    | \$0                   |

| % CHANGE  | MEMBERS | AVG WEEKLY ATTENDANCE | CHR ED/ FAITH FORM | TOTAL ADDITIONS | TOTAL REMOVALS | CURR LOCAL EXPENSES | TOTAL OCWM | TOTAL EXPENDITURE |
|-----------|---------|-----------------------|--------------------|-----------------|----------------|---------------------|------------|-------------------|
| 2015-2020 | -8.07   | -36.59                | 91.67              | 0.00            | 0.00           | 4.30                | -68.58     | -41.70            |
| 2010-2020 | -10.30  | -46.94                | 130.00             | 0.00            | -100.00        | 17.93               | -49.45     | 5.79              |

### 3c. CONGREGATIONAL DEMOGRAPHICS

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

|  |     | <i>Is this number an estimate? (check if yes)</i> |
|--|-----|---|
| Number of active members:                                | 147 | Membership list                                   |
| Number of active non-members:                            | 4   |   |
| Total of church participants (sum of the numbers above): | 151 |   |

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

|                                  |     | <i>Is this number an estimate? (check if yes)</i> |
|----------------------------------|-----|---|
| More than 10 years:              | 99% | Accurate  |
| Less than 10, more than 5 years: | <1% |   |
| Less than 5 years:               | <1% |   |

#### 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> |
|------|-------|-------|-------|-------|-------|-------|-------|-----|--|
| 18   | 6     | 4     | 16    | 24    | 7     | 33    | 32    | 25  | Accurate   |

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

|                                  |     | <i>Is this number an estimate? (check if yes)</i> |
|----------------------------------|-----|---|
| Single adults under 35:          | 14% | Estimate  |
| Households with minors:          | 19% | Estimate  |
| Single adults age 35-65:         | 17% | Estimate  |
| Joint households with no minors: | 24% | Estimate  |
| Single adults over 65:           | 26% | Estimate  |

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

|                         |     | <i>Is this number an estimate? (check if yes)</i> |
|-------------------------|-----|---|
| High school:            | 39% | Estimate  |
| College:                | 35% | Estimate  |
| Graduate School:        | 3%  | Estimate  |
| Specialty Training:     | 23% | Estimate  |
| Other (please specify): |     |   |

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

|                                    |     | <i>Is this number an estimate? (check if yes)</i> |
|------------------------------------|-----|---|
| Adults who are employed:           | 61% | Estimate  |
| Adults who are retired:            | 29% | Estimate  |
| Adults who are not fully employed: | 10% | Estimate  |

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

Farming, Production, Teaching, Medical (nursing/doctors), Business, Student, Technical

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

Mono-cultural

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

We have not had discussions.

### 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                     | 12-15   | Second Saturday Quilters  |
| Baptisms <i>(2020)</i>                      | 1   | Pastor  |
| Children's Groups or Classes                | 18  | Sunday School Supt  |
| Christmas Eve and Easter Worship            | 50-70   | Sunday School, Council, Pastor, Music   |
| Church-wide Meals                           | Well attended                                     | Pre-Covid   |
| Choirs and Music Groups                     | 12-16   | Mixed Choir, Male Choir   |
| Church-based Bible Study                    | 5-7   | Pastor and Lay leadership   |
| Communion <i>(served how often?)</i>        | 30  | Monthly   |
| Community Meals                             | Well attended                                     | Pre-Covid   |
| Confirmation <i>2020</i>                    | 4   |   |
| Drama or Dance Program                      | Highly attended                                   | Last Supper Drama<br>Virtual 2021 - Covid   |
| Funerals <i>2020</i>                        | 3   | Well attended   |
| Outdoor Worship                             | 50-100  | Summer Wednesday services   |
| Theology or Bible Programs in the Community | 25  | Bible School (VBS)  |
| Weddings <i>2020</i>                        | 1   |   |
| Worship                                     | 9 am  | NUMC  |
| Worship                                     | 10:30   | STJUCC  |

**Additional comments:**

**List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers.**

| Name            | Three- or Four-Way Covenant?<br>(3 or 4 or No) | Ministry Setting | Type of Ministry Role | Retired?<br>(Y or N) |
|-----------------|--|------------------|-----------------------|----------------------|
| Gordie Wiegrefe | NO   | UMC              | Interim               | Yes                  |

**If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation:**

Member – Council participant

**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<br>(full time, part time, volunteer) | Supervised by | Length of Tenure for current person in this position |
|----------------|----------------|---|---------------|--|
| Pastor         | Head of Staff  | FT  | Council       | Interim thru August 2022                             |
| Organist       | Staff          | PT  | Council       | 50+ years  |
| Custodian      | Staff          | PT  | Council       | 50+ years  |
| Admin Asst     | Staff          | PT  | Council       | 8 years  |

## REFLECTION

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

We are a church that thrived from our surrounding farming community. As the community changes, we need to learn new ways to keep the people around us engaged and draw new members from different circumstance to allow our congregation to thrive.

### 3e. CHURCH FINANCES

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#### Current annual income - 2020

| Source  | Amount                     |
|---|----------------------------|
| Annual Offerings and Pledged Giving   | \$ 80,000                  |
| Endowment Proceeds  | \$                         |
| Endowment Draw  | \$                         |
| Fundraising Events <span style="float: right;">Capital campaign</span>  | \$ 95,000                  |
| Gifts Designated for a Specific Purpose   | \$ 3,000                   |
| Grants  | \$                         |
| Rentals of Church Building  | \$                         |
| Rentals of Church Parsonage   | \$                         |
| Support from Related Organizations<br><i>Women's Guild, Quilters, Big Woods Race (previously \$5-10,000 annually)</i> | \$                         |
| Transfers from Special Accounts – Cemetery  | \$ 2,000                   |
| Other (specify): Memorials  | \$ 5,540                   |
| Other (specify):  | \$                         |
| <b>TOTAL</b>  | <b>\$ 185,540- 190,540</b> |

**Current annual expenses \$ 105,458**

*We will provide an annual report for 2020 by request*

**Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? \$75,000 - 70%**

**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?**

**YES**

- 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?**

*Members contribute as their heart is moved – no specific percentage is established.*

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

Total amount of loan debt: \$0.00

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.**

N/A

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

| Year(s) | Purpose                 | Goal | Result   | Impact |
|---------|-------------------------|------|----------|--------|
| 2021    | Parish Hall Roof        | \$   | \$85,000 |        |
| 2020    | Carpet, paint sanctuary | \$   | \$24,000 |        |
| 2017    | Parsonage Shingles      | \$   | \$9,200  |        |
| 2015    | Church Roof             | \$   | \$82,700 |        |
|         |                         |      |          |        |

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

When we have a need (example: the roof leaks) – we find out how much it will cost to replace, the congregation members vote to move forward – and they send in the money to cover the costs. This goes with the earlier statement of “taking care of business”. It was not positioned as a portion going to mission – so the answer is none

Monies for Mission are raised separately (and stated as such) - - Capital projects are stated clearly and money is raised.

Mission giving is primary of annual Big Woods Race. Over \$150,000 has been given for local and national missions (original intent was for disaster relief funds) which represents 100 community volunteers giving 6-8 hours each/labor.

We also always use 5 for 5 envelopes and SS has a mission project each year of their choosing.

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

What is the market value of the assets? \$6,500

Are funds drawn as needed, regularly, or under certain circumstances? No, the Endowment is not to be used for capital campaign – it is set up for perpetual care of cemetery.



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

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

At the current rate of draw, how long might the endowment last? **It has not been used**

Please comment on the above calculations or estimates:

## **Other Assets**

**Reserves (savings):** \$

**Investments (other than endowment):** \$

**Does your church have a parsonage?** **Yes**

**Fair market rental value of the parsonage:** \$900/month rent

How is the parsonage used? **For Pastor's housing**

Street / City / State / Zip: **19096 Jacobs Ave, Faribault, MN 55021**

Finished square footage: **2,013**

Number of Bedrooms, Number of Bathrooms: **3/2 or 4/2**

Assessed real estate value: **\$175,000-\$225,000**

Available for minister residence: **Yes**

Expected minister residence: **Yes**

Condition of structure, systems and appliances **Good**

Entity in the church responsible for review and needed repairs: **Trustees/Council**

**Tours are available by request.**

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

**Church, Parish Hall, Parsonage, Storage garage**

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

**Which spaces are accessible to wheelchairs?** **All except parsonage**

**Our spaces would not qualify as ADA accessible – however, we are on ground level – the sanctuary, restrooms, fellowship hall and classrooms are accessible by wheelchair.**

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

**When money is needed for a specific task/project/or mission – and is communicated – the money comes in – it surpasses expectations. Our membership giving meets our budget.**

### 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.

Changes over past few years....

- Germanfest – celebration of Heritage enjoyed by many within and outside the community and parish.
- Dissolution of Women’s Guild and Youth Fellowship
- Prairieville NUMC joined our Yoking - the church has since closed
- Most a result of aging population and loss.

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

We hold an annual event – *Big Woods Race* – The race event is an outdoor event and can be cancelled due to weather – previously occurred once. We also cancelled due to Covid – when the pandemic shut down most activities. The change of this event took much prayerful consideration and understanding of future impact. It is a large mission event – and one our church successfully supports.

With the assistance of dedicated members – were able to bring worship to those otherwise unable to attend worship – live stream and taped.

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

The congregation historically chooses to let things go vs. dealing with conflict. Although well intended, as to not hurt, but ultimately can be disengaging.

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

| Staff member’s name | Years of service | UCC Standing (Y/N) |
|---------------------|------------------|--------------------|
| Lora Sturm          | 11 years         | UMC                |
| Jane Souhrada       | 1 year           | UMC                |
| Garth Schumacher    | 1 year           | UCC Interim        |
| Keith Weber         | 15 years         | UCC                |
| Gordie Wiegrefe     | <1 year          | UMC Interim        |
| Gary Gottfried      | 1 year           | UMC                |
| Orville Zimmerman   | 3 years          | UCC                |

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

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

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

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



## 4. WHO IS OUR NEIGHBOR?

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

- a. COMMUNITY VISION
- b. MISSION InSite

### 4a. COMMUNITY VISION

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

ISLA – Interfaith Services to Latin America – several of our members are part of this organization and the church has supported with financial, material needs, and prayers.

The Big Woods Race also supports disaster relief operations/needs across the nation either through conference support or direct giving.

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

Lay leadership is involved in the general conferences and communicates to the broader congregation.

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

- |  |  |
|--|--|
| <input type="checkbox"/> Accessible to All (A2A)                 | <input type="checkbox"/> Just Peace                            |
| <input type="checkbox"/> Creation Justice                        | <input type="checkbox"/> Global Mission Church                 |
| <input type="checkbox"/> Economic Justice                        | <input type="checkbox"/> Open and Affirming (ONA)              |
| <input type="checkbox"/> Faithful and Welcoming                  | <input type="checkbox"/> WISE Congregation for Mental Health   |
| <input checked="" type="checkbox"/> God Is Still Speaking (GISS) | <input type="checkbox"/> Other UCC designations:               |
| <input type="checkbox"/> Border and Immigrant Justice            | <input type="checkbox"/> Designations from other denominations |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I’M)       | <input type="checkbox"/> None                                  |

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

Congregation may not be aware or has not had an interest in the categories listed.

Communication/education about topics is a possibility.

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

- Annual Lenten service rotation between our two Yoked churches and two Lutheran church (Nerstrand and Kenyon) – these are well attended.
- A community male chorus provides music during these Lenten services.
- Summer Services
- Community meals
- Prayer Chain supporting the wider community around us.

**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 – Promote Christian Life and to advance the Kingdom God.

- *It shall be the purpose of this organization to establish in its community a Christian Congregation for worship, to promote Christian life, and to advance the Kingdom of God by all available means, both at home and abroad.*

We are a giving congregation willing to put in time and effort needed as mission projects present themselves.

**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?**

Being part of the wider community is expected and is considered part of the time commitment.

#### 4b. MISSION InSite

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

We are a stable congregation.....

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?

Compare with neighboring

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

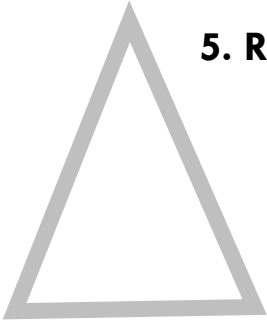
Rural population – aging population – less families in the area

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

Wheeling Stone Church –strong German Heritage – Good food

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

N/A – 90% of population has been members for over 10 years. Most people are willing to get involved.



## 5. REFERENCES

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

### REFERENCE 1

Scott Boldt/ Boldt Funeral Home

507-334-4481 / 300 Prairie Avenue SW Faribault, MN 55021

Has worked with the people of our church for funerals for many years, as did his father, and grandfather.

### REFERENCE 2

Gary & Carol Bonde/ Members of Grace Lutheran Church

507-210-2937 / 16745 Kane Avenue, Nerstrand MN 55053

gary.bonde29@gmail.com

Members of the Nerstrand community and belong to the third church in Nerstrand that we work with for community services.

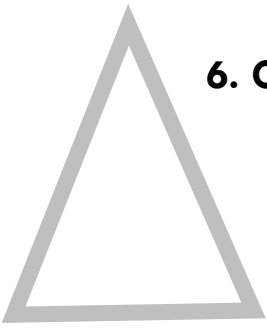
### REFERENCE 3

Reverend Gordon Orde/ Supply Pastor

507-649-1732 / 1924 Tyler Court, Northfield, MN 55057

dorothy.orde@gmail.com

Serves as our pulpit supply pastor



## 6. CLOSING THOUGHTS

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

### 6a. CLOSING PRAYER

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#### Scriptures:

Philippians 4:6-8    Philippians 2:3-4    James 1:5  
Galatians 6:9    Ephesians 1:3-14 or 4:1-6

#### Songs/Hymns

Great is Thy Faithfulness    Blest Be the Tie That Bind    How Firm a Foundation  
Living for Jesus    Be Thou My Vision    Open My Eyes    Spirit

Pray the Lord's Prayer in the words we were taught - together with pastor.

Use of traditional/familiar hymns for certain services such as Baptism, Christmas Eve, etc.

This suggest importance of some "traditions" are desired as part of worship

Please ask us about some of our traditions as we go along.

- We use confirmation verse at a funeral if they were confirmed here
- special hymn for coming forward during baptism
- singing the first verse of Silent Night in German on Christmas Eve are just some examples.

We pray the Holy Spirit sends us a pastor who.....

- understands that this parish can be an enriching ministry experience of her/his life;
- willing to embrace a wholesome country lifestyle;
- open to developing deep and loyal friendships in the congregation and in the community; and,
- lives in a learning mode and lives with a willingness to experience the full spectrum of ministry experiences (a generalist and not a specialist).

## 6b. STATEMENT OF CONSENT

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

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

**1. Which individuals and groups in the church contributed to the contents of this Local Church Profile?**

**SPRC, council, and interim minister**

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

**Signed:**

**Name / Title / Date:**

**Becky Tatge, Chr.**

**[beckytatge@gmail.com](mailto:beckytatge@gmail.com)**

**507-210-1214**



## 6c. VALIDATION BY CONFERENCE/ASSOCIATION

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**The congregation is currently in good standing with the MN conference. Yes**

Staff Comment:

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

Staff Comment:

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

Staff Comment: Yes

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

Signature: On file

Name / Title: Rev. Cindy Mueller, Steward of Search & Call and Congregational Legacy Planning

Email: [cindym@uccmn.org](mailto:cindym@uccmn.org)

Phone: 763.515.3281 or 763.439.3952

Date: 11/19/21

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*

**UNITED CHURCH  
OF CHRIST**





## United Methodist Church Profile

This is to be filled out by the Staff/Pastor Parish Relations Committee. It is in response to Paragraph 427.1 of *The 2016 Book of Discipline*. It is designed to help the bishop and the superintendents in the consultation and appointment making process. Information provided is important and will be used in an advisory way.

**Church:** Nerstrand United Methodist **District:** River Valley

**Charge:** Nerstrand United Methodist / St. John's UC **Date:** 11/18/2021

### I. The Community

*You are encouraged to use MissionInsite to research the demographics of your zip code area to help you complete this section. If you do not already have the MissionInsite information, please contact Gail Johnson at the conference office who can send you the helpful data. Her number is (612) 230-6125.*

- A. Describe the ministry area your congregation serves. (I.e. inner city, suburban, small city, rural). Include size of community, and appropriate demographics such as ethnic makeup, average age, projected growth and household income.

A small town in a rural area, population around 300, predominately white, land surrounding town is all farmland.(land locked)Experiencing frequent change of home owners and an increase of 5.3% population within a 15 mile radius.

- B. How has your community changed over the past five years?  
It is more of a "bedroom" community and employment opportunities are 15+ miles away. Less youth and interest in the traditional church.

- C. What future changes do you see occurring in your community?  
Continued "turnover" with residents, lack of community involvement.

- D. What is your congregation known for in the community?

Events such as: Wednesday wear which provides used clothing to those in need, an annual Garage Sale, Ice cream social and a Fall Festival. A very "mission minded" congregation.

- E. Name three or four other strong churches in your community, and what are they known for?

St. John's UCC: Big Woods Run, Quilting group, summer mid-week services.  
Grace Lutheran: A younger congregation, Sunday school, Ice Cream Social

- F. What community services and resources (cultural, recreational, and economic) are available to a pastor and family?

Community Services and economic opportunities are available within a 15 mile radius.  
Big Woods State Park and Nerstrand Charter School within 3 miles.

Two private liberal colleges within 10 miles of Nerstrand.

## II. Church History

- A. Give a brief history of this congregation. (Founding date, mergers and/or splits, times of greatest membership and strength, times of greatest problems etc.)

The Methodist Church was founded in 1856 and merged with Evangelical United Brethren in 1968.

An official yoking agreement was formed in 1969.

This was the point of highest membership and strength. Now it suffers from an aging population and lack of interest in the traditional church.

- B. Record the following information for the past five years.

| Year | Avg. Worship Attendance | Avg. Sunday School Attendance | Membership | # of Professions of Faith | % of Apportionments Paid |
|------|-------------------------|-------------------------------|------------|---------------------------|--------------------------|
| 2020 | 16 (covid)              | 0                             | 62         | 0                         | 100%                     |
| 2019 | 29                      | 0                             | 66         | 0                         | 100%                     |
| 2018 | 29                      | 0                             | 65         | 1                         | 100%                     |
| 2017 | 29                      | 0                             | 65         | 0                         | 100%                     |
| 2016 | 20                      | 0                             | 67         | 1                         | 100%                     |

- C. As you reflect on the data above, what trends do you notice? What do you think are the reasons for any upswings or downturns in the data?

The changing demographics of the community, Covid-19 impact, on- line worship.

- D. List the clergy who have served this church for the past 20 years.

Jef Olson, Lora Sturm, Garth Schumacher, Jane Soruda, Keith Weber

## III. Current Ministry Assessment

- A. What are the three primary strengths of this congregation?  
1) Mission minded 2) Strong core of members 3) Tradition
- B. How well is our mission statement, "To make disciples of Jesus Christ for the transformation of the world," known by the members of the congregation? How is it used in setting congregational goals?  
Known. But implementation comes in limited forms.
- C. What ministry is the church most noted for or most proud of?  
Wednesday Wear project that provides used –gently used clothes, cookware, books and toys to those who need help. Donations are voluntary.

D. What are your current goals and how are you working to achieve them?

To remain an integral part of the community with open doors to all.  
Reaching out through the web site, possibly on –line worship and continued community events.

E. How would you describe the attitude of the congregation towards change, and its theological stance

It's not easy. Knowing that tradition is very strong here, makes it a continuing work in progress.

F. What is your sense of the congregation's overall health and vitality? Are there any unresolved conflicts?

We are an aging congregation seeking answers to keep us a vital part of this community.

G. What do you see for the congregation the next five years?

It looks very challenging at this time, with attendance down and pandemic issues still an issue. But hoping to grow.

H. What is the challenge this congregation is facing, or where is its growing edge?

Membership, but it starts with attendance. Along with that would be financial strength to continue to remain open.

## IV. Description of Ministry Areas

*Please provide a brief description as well as your assessment of the effectiveness of this area.*

A. Welcome and Hospitality: How do you reach new people and connect them into the life of the congregation?

We have done on-line worship service, created our own website. Also offer events that invite people to share in fellowship with members of the community.

B. Worship: What are your worship times, styles of worship offered, and any distinctive elements? How often do you celebrate Holy Communion, and in what method?

Our service begins Sunday at 9:00 am, with fellowship hour after the service.  
We celebrate Holy Communion the first Sunday of each month in pew style.

C. Children and Youth Ministries: Include Sunday school times, curriculum, confirmation program, and other groups such as UMYF.

At present we do not have any children or youth for these programs.

D. Adult Faith Formation: Do you have an intentional plan of discipleship? If so, what is it? List any on-going groups such as Alpha, Disciple, Companions in Christ, Walk to Emmaus below.

Nothing at this time.

E. Leadership Development: How are you developing new leaders and training current leaders?

Nothing specific at this time.

F. Outreach and Service: Do you support any missionaries? How are you involving people in hands-on mission projects? What community needs are you seeking to meet?

We support the Kiskeya Eye Clinic in Sierra Leone Africa [Lowell Gess who grew up here}, Emma Norton and Ruth's House.( local women's shelter)

G. Community Life: How do you provide congregational care to people, and what ways do you find to celebrate together as the body of Christ? List any Fellowship Groups below.

Both congregations participate in a shared prayer chain.

We also offer support to the local food shelves, local Charter school and the local Fire/First Responders.

## V. Congregational Data

A. Average age of the membership: 65+

B. What is the financial health of the church? Are you balancing the budget? Please attach a copy of your current budget.

Holding our own at this time, although fewer contributions are coming in.  
Working on projected budget at this time.

C. Do you have building debt? No      Amount?

D. Do you have an endowment? No                      Amount?      What is it used for?

E. Do you do an annual stewardship campaign?      No      What kind?

F. Paid Church Staff (List positions and # of hours per week) Shared positions with St Johns.

Administrative Assistant: 50% St. John's and 50% NUMC.

Pastor (full time): hours are divided 66.7 % -St Johns and 29.3 % NUMC

G. Attach a description of your church governing structure as per the 2016 Book of Discipline.

The best way to understand a simplified structure, is that our Governing Board /Church Council also becomes our Staff Parish Committee, Trustees and Financial Committee.

{The decision to include Leadership Development / Nominations in this mix will be left up to the individual church} The people on the Board/ Council cover all these administrative functions because we do not have people to fill all these committees.

The larger body handles the discussion and decision making to streamline the process.

H. Is there a parsonage? Describe condition, when built, and amenities. Check those items below that are provided by the church:

We do not have a parsonage, but we do pay St. John's UCC monthly rent for the use of their parsonage.

Their parsonage is a two story home, built in 1970 with a total of 9 rooms. Including 3 bedrooms, 2 bathrooms and full basement.

Clothes washer    clothes dryer    dishwasher    lawnmower    snow blower

## VI. Leadership Needs

A. List the gifts/skills you need for pastoral leadership at this time.

Preaching with a scriptural background, guiding growth in areas of Youth /Adult Ministry, Community involvement, outgoing personality and making house/hospital calls.

B. Given your current ministry, what are the areas you most need a pastor to give leadership to.

Growth and increase involvement of its members.

C. Given that no one person can meet every need, what do you need least from a pastoral leader at this time due to the situation of your church?

Mission leadership.

D. What else would you like the bishop and the superintendents to know about your congregation, and pastoral leadership?

We struggle, as do others, to meet our financial obligations to both conference and our own church.

**All ministerial members in good standing shall receive an annual appointment by the bishop (2016 Book of Discipline).** All clergy members who are in good standing in an Annual Conference shall receive annually appointment by the bishop unless they are granted a sabbatical leave, a disability leave, or are on leave of absence or retired. In addition to the ordained ministers, persons who have been granted a license as local pastors and who have been approved by vote of the clergy members in full connection may be appointed as pastors in charge under certain conditions which are specified in Paragraphs 305-319. All clergy members and licensed local pastors to be appointed shall assume a lifestyle consistent with Christian teachings as set forth in the Social Principles. The United Methodist Church affirms and practices open itineracy; therefore, it is understood that age, sex, marital status, handicapping conditions, or race will not be considered as valid objections to any appointment.

**You also are directed to complete the *Racial and Ethnic Awareness Assessment* on the following pages. This assessment was developed by the MN Annual Conference's Committee on Religion and Race (CORR).**



## Racial Reconciling Movement Racial and Ethnic Awareness Assessment

Racial awareness is a continuum. In order to make progress in fighting the sin of Racism, we must assess where we are on this continuum and commit to moving further toward fighting for justice and equity.

Some of the key words used:

- Culture is composed of rites, rituals, customs, and habits and is always reinforced with reward and sanction.
- Ethnicity is culture with the sociological markers of race and geography.
- Racism is the systemic exerting of power by one group over another based on race.

For each question, select rating for your church/congregation on a scale of 1-5 where 1 is rarely/barely and 5 is always.

- 1\_\_\_\_ 1. Church Mission Statement or Core values speak to directly about a commitment to Cultural/ethnic diversity.
- 1\_\_\_\_ 2. Ethnic and racial perspectives are taught at all levels of education in the church (Sunday school, confirmation, sermons, Bible study, etc.)
- 1\_\_\_\_ 3. Concepts, theologies, and idea's from the non-dominant ethnic and racial Christian groups are integrated into the main teaching on Sunday Morning at least 20% of the time.
- 1\_\_\_\_ 4. Worship songs from non-dominant ethnic and racial groups are integrated into the main worship at least 20% of the time.
- 5\_\_\_\_ 5. Programs and missions reach out to different ethnic and racial groups.
- 1\_\_\_\_ 6. The décor of the church reflects multiple ethnic/racial symbols (at least 20% represent non-dominant race and ethnic groups).
- 1\_\_\_\_ 7. Professional/educational development is offered that addresses racial justice issues.
- 1\_\_\_\_ 8. The congregation has a relationship with a non-dominant congregation (local or otherwise).
- 1\_\_\_\_ 9. Church leadership rotates and diversifies as a means of managing power.
- 1\_\_\_\_ 10. The church has a local CORR team and/or a representative on the conference CORR team.
- 1\_\_\_\_ 11. Formative program and evaluations are done annually to ensure continual improvement.

\_\_\_\_15\_\_\_\_ Total Points x 2 = \_\_\_\_30\_\_\_\_ - This is your assessment score

The following pages contain descriptions and steps to consider, based on your score. It is highly recommended that you work with a coach to move through these areas.

**Range: 0-30**

**Title: Mono-Racial/Ethnic Organization**

Characteristics:

- Makes sense of cultural differences and commonalities based on one's own cultural values and practices
- Uses broad stereotypes to identify cultural difference
- Supports less complex perceptions and experiences of cultural difference and commonality

Steps:

- Focus on culture is everywhere
- Historical & Cultural church review with coaching (where do you come from)
- IDI assessment of Leadership
- Service Learning opportunities
- Small group studies on mono-cultural experiences that relate to race (White Like me, etc) with coach
- Video series on ethnic background (of the insider)
- Note: The group creating the Development Plan must focus on those in the insider and not on the outside. Growth happens when you understand where you come from. There is a tendency to what to explore "others" as a means to bridge the gap. Groups in this stage will cause more harm to good.

**Range: 31-60**

**Title: First Stages of Multi-Racial/Ethnic Process**

Characteristics:

- Makes sense of cultural differences and commonalities based on one's own cultural values and practices
- Uses broad stereotypes to identify cultural difference
- Supports less complex perceptions and experiences of cultural difference and commonality

Steps:

- Focus on multi-culturalism
- IDI for Staff and lay leadership
- Restorative justice with "other" (outside group)
- Service learning in places of otherness (do not take positions of leadership)
- Host an educational/community class on equity
- Create a Racial Reconciliation Strategy Plan

**Range: 61-90**

**Title: Actively Seeking and Working Out Multi-Racial/Ethnic Endeavors**

Characteristics:

- Makes sense of cultural differences and commonalities based on one's own and other culture's values and practices
- Uses cultural generalizations to recognize cultural difference
- Supports more complex perceptions and experiences of cultural difference and commonality

Steps:

- Focus on becoming an activator
- Implicit bias training w/ Coach



- All leadership & staff read Pedagogy of the Oppressed
- Provide opportunities to engage in art & theater (Otherness)
- Review the organization development process (review steps 1& 2)
- Form a team that only focus on Racial Reconciliation
- Retake the cultural Audit

**Range: 91-110**

**Title: Multi-Racial/Ethnic Organization**

Characteristics:

- Makes sense of cultural differences and commonalities based on one's own and other culture's values and practices
- Uses cultural generalizations to recognize cultural difference
- Supports more complex perceptions and experiences of cultural difference and commonality

Steps:

- Review each stage and codify the process
- Create a S.O.P (Standard Operation Procedure). This should cover and explain each step taking to get to the stage
- Create a racial reconciliation staff position
- become a mentor and training site for racial reconciliation

For more information, questions, or connections contact the Commission on Religion and Race (CORR) of the Minnesota United Methodist Church through Gail Johnson ([gail.johnson@minnesotaumc.org](mailto:gail.johnson@minnesotaumc.org) or 612-230-6125).

Minnesota Annual Conference of the United Methodist Church 122 W. Franklin Ave., Ste. 400, Minneapolis, MN 55404  
612-870-0058 [www.minnesotaumc.org](http://www.minnesotaumc.org)

**Please submit one copy electronically to the District Office. Retain a copy for the local church file. In addition, a copy of the church budget and most recently completed financial audit and parsonage evaluation (if applicable) are to be submitted with this profile.**

*This record should be review annually by the Staff/Pastor Parish Relations Committee and updated as needed.*

Signature of S/PPRC Chair: Mark Pearson, Lloyd Kispert and Kevin Wille

Date 11/18/2021

Updated August 2020