Minnesota Conference UNITED CHURCH OF CHRIST

INTERIM POSITION POSTING

LISTING INFORMATION SCOPE OF WORK COMPENSATION & SUPPORT WHO IS GOD CALLING TO MINISTER WITH US?

LISTING INFORMATION

Church name: Lyndale Congregational United Church of Christ **Street address**: SpringHouse Ministry Center, 610 W 28th Street, Minneapolis, MN 55408 **Supplemental web links**: http://www.lyndaleucc.org/

Additional ecumenical affiliations (e.g. denominations, communions, fellowships): United Church of Christ In shared ministry covenant with First Christian Church (Disciples of Christ) and Salem English Lutheran Church (ELCA)

LGBTQ Affirming/ Open and Affirming Immigrant Welcoming and Sanctuary Supporting Climate Justice Congregation Just Peace Congregation

Conference: Minnesota **UCC Conference Staff Contact Person**:

Rev. Cindy Mueller Steward of Search & Call and Congregational Legacy Planning 763.439.3952 (cell), 763.515.3281 (preferred, landline) <u>cindym@uccmn.org</u>

Summary Ministry Description: In a short paragraph, reflect on where your church is currently and name three things you wish to have the congregation and your interim work on during this time of transition.

Lovely Lyndalians are an "Island of Misfit Toys." We are a collection of people from many paths - queer folx, justice-seekers, seminary graduates, kind-hearted deep thinkers. Our congregation takes its call to justice seriously. We have the Center for Sustainable Justice that will continue to be led by Rev. Dr. Rebecca Voelkel as a ministry partner with the interim and eventually settled pastor. Rev. Rebecca, Lyndale's Social Justice Forum, and the Reparations Task Force have been exploring including a line item for reparations in our annual budget. This work and learning can continue to be explored in partnership with these groups with the Interim pastor.

We are in covenant with two other churches as part of the SpringHouse Ministry Center as a way to be more environmentally and financially sustainable. We share our building, several services during the year, and children's ministry. There are only a few families of Sunday School and Youth age in our congregation at this time and perhaps the Interim pastor can help expand our support of this age group.

Lyndale loves to engage in worship together and has found strength in staying connected via Zoom worship. We are investing in technology to be able to create a meaningful hybrid worship experience for those who are now able to worship in the sanctuary and include other congregants on Zoom. An Interim pastor could help us imagine what future worship could be.

Photographs:

Images of your church, its people (faces are best!), key church events, the building, etc.



Worshipping outdoors at one of our beloved's home garden during COVID times. Many of our members are outdoorsy folx. We were so happy to be together for worship – even with some technical woes at times. Our Passing the Peace usually takes at least 5 minutes because of all the hugs and greetings we give.



Praying with our feet (even in the rain!) and participating in collective action with the Poor People's Campaign. We continue to have presence at protests and marches for Black Lives Matter, against Line 3, in support of teachers, and other movements in Minneapolis. Some of our members found Lyndale because of hearing Rev. Rebecca or Rev. Ashley speak at an action.



A pre-pandemic worship service in the North Sanctuary (there are 3 shared worship spaces at Spring-House Ministry Center). Art pieces adorn the walls, contributed by artists in our congregation.

Important church events include:

- Annual church meeting
- Advent and Lenten practices on Wednesday evenings
- Maundy Thursday gathering
- Good Friday walks in collaboration with Telling Minnesota Stories and Rev. Jim Bear Jacobs
- Easter Sunday celebrations
- Earth Day acknowledgements and actions
- Shared worship and picnic in summer with our SpringHouse collaborators
- Adult Education gatherings before church
- Christmas Sunday School pageant
- Christmas Eve service

What we value about doing ministry in our area (2 - 3 sentences):

Lyndale started in 1884 just a few blocks from our current church building, so we have a strong connection to the Uptown Minneapolis area. We love being a part of a city with so much green spaces and a progressive mindset.

Current size of membership: 105 with average of 40 people in hybrid worship each Sunday

Languages used in ministry (other than English): English

Position Title: Interim Pastor for Congregational Life **Compensation Level**

³/₄ Time/ .75 FTE (30 hrs. a week)

Does the total support package meet <u>conference compensation guidelines</u>? Yes, for someone whose experience level is more toward the mid to lower level of the guidelines.

SCOPE OF WORK

See the job description.

Core Competencies:

(List three core competencies that you imagine could be foundational in your next minister's relationship with the church.)

- Ability to meet this moment in the Church/church's life with innovation, creativity and strategy
- Ability to work collaboratively and creatively with Pastor for Justice Ministries and the other pastors at SpringHouse
- Ability to listen deeply and love tenderly the quirkiness of our members and our collective

COMPENSATION AND SUPPORT

TOTAL PACKAGE \$81,674.00 - this includes, housing, salary, Social Security offset, and all other benefits. This can be redistributed by the minister as necessary.

Benefits: All included in the above amount.

What is the expected living situation for your interim minister? Provide your own housing with housing allowance as delegated by you from above salary package.

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

We expect our Interim Pastor for Congregational Life to be residential in the Twin Cities.

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

The first place of peer support is that the Interim Pastor for Congregational Life is part of a collaborative ministry partnership with the Pastor for Justice Ministries. Additionally, Lyndale's location within SpringHouse Ministry Center provides a wonderful community of peer support with the pastors at First Christian Church and Salem Lutheran Church. The SpringHouse pastors meet formally, often provide back-up pastoral care when any of us is on vacation and is an important informal support for a whole host of decisions.

The Minnesota Conference also provides a number of peer and professional supports: a Facebook group, opportunities for small clergy groups, monthly professional development opportunities and every year at Annual Meeting there are also continuing education opportunities.

Describe at least three ministry goals for this interim time; things you'd like to learn and ways you'd like to grow in preparation for welcoming a settled minister.

- 1. Growing with technology who is the church calling us to be right now?
- 2. Exploring what genuine reparations mean and engaging the spiritual work necessary to be a church about the work of racial truth-telling and repair.
- 3. Exploring what both en-joying the Divine and being followers of Jesus mean in this moment in the Church/church's history.

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

Lyndale is a congregation deeply engaged beyond its walls. This happens in several ways: through our Center for Sustainable Justice, through the work of our justice committees, and many of our members are engaged in helping professions: chaplaincy, teaching, social services, nursing. An interim that would work with us would need to be excited about and supportive of all of these. They would also need to work in collaboration with our Pastor for Justice Ministries to continue to deepen all of this work and support its expression in worship and Adult Education. Their focus, however, would primarily be inward toward the workings of the congregational systems.

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 Position Posting? Lyndale Stewardship Council, Personnel Committee, Pastor for Justice Ministries

2. Additional comments for interpreting the profile: None

Signed: On file Rev. Claire Klein; Moderator Date: 4/21/22

VALIDATION BY CONFERENCE/ASSOCIATION

The congregation is currently in good standing with the Minnesota Conference.

My signature below attests to the above item.

Signature: On file

Name / Title: Cindy Mueller; Steward of Search & Call and Congregational Legacy PlanningEmail:cindym@uccmn.orgPhone: 763.439.3952 (cell), 763.515.3281 (landline)Date: 4/26/22

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

Position Title: Interim Pastor for Congregational Life (not eligible for settled position)Accountable to: Lyndale Stewardship CouncilHours per week: 30hrs/week (3/4 time position)

SpringHouse Context: Lyndale United Church of Christ is one of three churches in the SpringHouse Ministry Center. The congregations – UCC, Disciples of Christ, and Lutheran – worship separately on Sunday mornings, but share many ministries including children's and youth programs. The building is owned collectively and has three uniquely beautiful sanctuaries in which all three churches worship at different points throughout the year as well as a gathering space, classrooms and commercial kitchen for shared projects.

Ministry Team Context: The Interim Pastor for Congregational Life and the Pastor forJustice Ministries will work collaboratively and closely as a Ministry Team. Both positions report directly to the Stewardship Council. Lyndale has experienced the work of ministry to be more faithful, joyful and strategic with a team that shares responsibilities and the wisdom of our Christian tradition: "Where two or three are gathered in my name, there I am with them" (Matthew 18:20). See attached job description for the Pastor for Justice Ministries to understand this partnership more fully.

Responsibility. To provide interim transitional support, vision, care, guidance, reflection, nurture, administration, challenge, teaching and outreach to empower the ministry of all members and friends of Lyndale UCC as together we seek to bring the Realm of God into being by living our mission statement: *Lyndale United Church of Christ is a growing faith community, deepening our questions and spirituality, embodying God's healing and love, and building a more just world here and now.*

Accountability. The Interim congregational life pastor will inherit a working Vision for Ministry with measurable, strategic goals that assist the congregation in living out its mission in these times. Along with the Pastor forJustice Ministries, this pastor will be responsible for adapting it to this particular time of transition. The Vision for Ministry overall engages the following five dimensions of ministry:

1. Worship (30%) The Interim Pastor for Congregational Life ensures that the regular worship life of the congregation is organized, scheduled, and staffed in ways which involve laity of all ages and encourages the growth of the congregation.

In collaboration with the Pastor for Justice Ministries and lay leadership (e.g. worship team) the Interim Pastor for Congregational Life prepares the service and delivers the sermon 2-3 Sundays monthly, plus special church observances. Other services and preaching is done by the Pastor for Justice Ministries, lay leadership and guests. The Interim Pastor for Congregational Life recruits other qualified persons to plan services and deliver sermons on the remaining Sundays. **2. Pastoral Care and Faith Formation (30%)** The Interim Pastor for Congregational Life works with congregants directly as well as the BeFriender Ministry Team and the Pastor for Justice Ministries to ensure that all members have access to pastoral care within reasonable and customary professional boundaries. The Pastor for Justice Ministries is also available for pastoral care especially as a resource for the dynamics of transition as they manifest both individually and systemically within the church.

In collaboration with lay leadership and with the support of the Pastor for Justice as needed, the Interim Pastor for Congregational Life organizes and conducts membership classes as needed for effective church growth, supports and advises Spring House children and youth ministries, and ensures that adult education meets regularly and is spiritually formative. The Interim Pastor for Congregational Life also encourages and supports lay development and leadership of pastoral care and faith formation ministries.

3. Congregational Growth (10%) The Interim Pastor for Congregational Life aims to help our congregation embody its mission by supporting existing members to live out our mission more deeply and also attracting new members to help us live into that mission more widely in the world.

This means ensuring opportunities so that each current member may seek integration into community life, adjusting available ministries as is strategic, and enabling members' own experimentation and leadership development. This also means experimenting with new forms of worship, faith formation, pastoral care, communication, and justice-seeking (eg. The Center for Sustainable Justice) that are faithful to our mission and may attract newcomers.

Most critically, the Interim Pastor for Congregational Life will work with a transition team and/or search committee as well as the Pastor for Justice Ministries to facilitate the congregation's discernment of its vision for its next chapter and in preparation for the search for the next settled Pastor for Congregational Life.

4. Spiritual Wellbeing and Professional Development (5%) The Interim Pastor for Congregational Life maintains spiritual well-being through personal study and meditation, and maintains a self-directed program of ongoing professional development including seminars and denominational events focused on specialized interim ministry.

5. Administration (25%) The Interim Pastor for Congregational Life ensures that church ministry is well planned, organized, communicated, resourced and effective.

The Interim Pastor for Congregational Life shares supervision with other Spring House pastors of the Spring House staff: the Youth Pastor, Building Use Coordinator, and Building Manager.

Specifically the Interim Pastor for Congregational Life serves as resource for the work of transition including the process of writing the Local Church Profile – focusing on three questions: Who are we now? Who is our neighbor? Who is God calling us to become?

The Interim Pastor for Congregational Life serves the governance functions of the church in the following ways: serves ex-officio on the Lyndale stewardship council, Spring House board, and Spring House personnel committee. The Interim Pastor for Congregational Life also serves on the Lyndale executive council, the Governance Committee, and the community life committee.

Depending on the length of the call agreement, in collaboration with lay leadership and the Pastor for Justice Ministries and the Director of Church Operations, the Interim Pastor for Congregational Life may need to ensure the execution of both annual and long-term stewardship strategies to meet the financial needs of the church. Again, depending on the length of the call agreement, in collaboration with stewardship council, treasurer, the Director for Church Operations and the Pastor for Justice Ministries, the Interim Pastor for Congregational Life will ensure that a viable budget is drawn up annually for congregational approval.

In collaboration with lay leadership, the Director of Church Operations and the Pastor for Justice Ministries, the Interim Pastor for Congregational Life ensures members, newcomers and the wider community have a variety of regular mediums of communication through which to stay connected to each other and the life of the church. DRAFT: 3/7/2021 - Lyndale Personnel Committee

Position Title: Pastor for Justice Ministries **Accountable to:** Lyndale Stewardship Council **Hours per week:** 15

Responsibility. To provide vision, care, guidance, reflection, nurture, administration, challenge, teaching and outreach to empower the ministry of all members and friends of Lyndale UCC as together we seek to bring the Realm of God into being by living our mission statement: *Lyndale United Church of Christ is a growing faith community, deepening our questions and spirituality, embodying God's healing and love, and building a more just world here and now.*

Accountability. In collaboration with ministry staff and lay leadership, the Pastor for Justice Ministries ensures that Lyndale's annual Vision for Ministry includes a justice dimension. The justice portion of the statement shall include objectively measurable goals by which progress can be evaluated and documented as seems strategic. The Pastor for Justice Ministries specifically engages the Vision for Ministry in the following six dimensions.

1. Worship (15%) The Pastor for Justice Ministries ensures that the worship life of the congregation regularly weaves in faith-based sustainable justice.

In collaboration with the Pastor for Congregational Life, the Pastor for Justice Ministries provides worship planning and delivers the sermon on at least ten Sundays per year. Also in collaboration, the justice pastor oversees the preparation of the worship space throughout the year.

2. Pastoral Care and Faith Formation (10%) The Pastor for Justice Ministries backs up the Pastor for Congregational Life in providing members with access to pastoral care within reasonable and customary professional boundaries, and in providing all members regular access to effective faith formation opportunities as touches upon faith-based sustainable justice. In collaboration with each of the justice committees, teams and task forces, the Pastor for Justice Ministries ensures that the justice ministry of the congregation is in line with Lyndale's annual Guiding Questions.

3. Congregational Growth (10%) The Pastor for Justice Ministries aims to help our congregation embody its mission by supporting existing members to live out our mission more deeply and also attracting new members to help us live into that mission more widely in the world through the activities of the Center for Sustainable Justice (CSJ).

This means ensuring opportunities so that each current member may seek integration into community life, adjusting available ministries as is strategic, and enabling members' own experimentation and leadership development. This also means experimenting with new forms of worship, faith formation, pastoral care, communication, and justice-seeking that are faithful to our mission and may attract newcomers.

4. Spiritual Wellbeing and Professional Development (5%) The Pastor for Justice Ministries maintains spiritual well-being through personal study and meditation, and maintains a self-directed program of ongoing professional development including seminars and denominational events.

5. Administration (15%) The Pastor for Justice Ministries ensures that the CSJ's ministries are well planned, organized, communicated, resourced and effective.

The Pastor for Justice Ministries establishes the CSJ's budget and manages resources in collaboration with the Lyndale treasurer, with approval of the Lyndale stewardship council, and consistent with Lyndale's general accounting, fiscal policy, and audits. Also, the CSJ's financial well-being calls upon the Pastor for Justice Ministries to develop substantial grant funding to supplement Lyndale UCC's contribution.

The Pastor for Justice Ministries meets weekly with the Pastor for Congregational Life, and also participates in Lyndale staff meetings, the Lyndale stewardship council, and the SpringHouse safe church team.

6. Center for Sustainable Justice (45%) As Director of Lyndale's Center for Sustainable Justice, and in collaboration with the CSJ's advisory council, the Pastor for Justice Ministries ensures that the CSJ ministry faithfully express Lyndale's annual Vision for Ministry.

The CSJ's ministry external to Lyndale UCC calls upon the Pastor for Justice Ministries to speak publicly, to engage requests for direct action, and to collaborate with the efforts of the Twin Cities' religious and justice seeking coalitions. It also requires ongoing electronic and print media communications directed beyond Lyndale UCC.

The CSJ's ministry internal to Lyndale UCC calls upon the Pastor for Justice Ministries to contribute to Lyndale's faith formation efforts related to justice, to convene Lyndale's Social Justice Forum, and to assist lay justice committees. It also requires ongoing electronic and print media communications directed within Lyndale UCC.