

## 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

Macalester Plymouth United Church  
St Paul, MN

Minister of Congregational Life  
Minnesota Conference, UCC

[4/18/2022]

### 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.

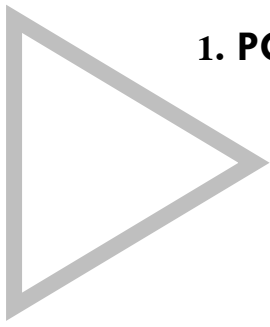
Some questions are easy to answer. Some are not so easy. Prompts are provided to stimulate narrative response if needed; these italicized prompts are merely examples from which to choose or to inspire your own. Efforts to answer the questions will prompt conversations and explorations and story-tellings 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 MissionInsite 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

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**Church name:** Macalester Plymouth United Church

**Street address:** 1658 Lincoln Ave, St Paul, MN 55105

**Supplemental web links:** <https://www.macalester-plymouth.org/>

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

<https://www.youtube.com/user/macplymouth1/featured>

**Additional ecumenical affiliations:** Presbyterian Church, USA

**Conference:** Minnesota Conference UCC

**UCC Conference or Association Staff Contact Person:** Cindy Mueller, Steward of Search & Call and Congregational Legacy Planning for the Minnesota Conference United Church of Christ, (612) 230-3367, [cindym@uccmn.org](mailto:cindym@uccmn.org)

#### **Summary Ministry Description:**

Our church is committed to seeking a creative balance between the spiritual nurturing of members of our church community and equipping our members for social justice and anti-racism work. We want to develop a deeper understanding of social justice as something that feeds our spiritual lives, our faith, and our understanding of God. We respond to preaching and teaching that challenges our ideas, our thinking, and opens new possibilities for sharing God's love in a hurting world. We are seeking someone with a relaxed interpersonal style, who is compassionate, hopeful, a good communicator and collaborator, who would be able to build a strong community and help us connect with those who need a safe and welcoming place to belong.

## Photographs:



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

The St Paul and broader metro area have *fantastic*, nationally recognized parks and trails, wonderful cultural activities including numerous theaters, arts institutions, and musical

opportunities, and all the benefits of a large metropolitan area. Our church is located just off one of the area's light rail train lines and rapid bus transit lines, which easily connects us to the broader area. We value the rich ethnic and cultural diversity of the metro area and are blessed with easy access to many regional state and national parks.

**Current size of membership:** 400

**Languages used in ministry (*other than English*):** N/A

**Position Title:** Minister of Congregational Life

**Position Duration:**

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

**Compensation Level:**

Full Time

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

Yes

## **1b. SCOPE OF WORK**

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### Essential Functions

- Partner with the Lead Minister in leading the worship life of the congregation including planning, writing liturgy, recruiting lay involvement and leading services
- Preach once per month
- Oversee and inspire congregational community building through fellowship events and other programs, both in-person and online as is appropriate
- Minister to the faith formation and fellowship needs of children, youth and their families
- Facilitate weekly youth fellowship programs, summer Jr. and Sr. high justice programs, Our Whole Lives and confirmation programs
- Restart and reimagine children's ministries given pandemic realities
- Provide staff support to planning teams and committees of the church as assigned (currently Congregational Fellowship, 3 faith formation teams--adult, youth and children, and Worship)
- With the Lead Minister, provide staff support for justice teams: Creation Justice, Immigrant Justice, Racial Justice and Mission and Social Justice oversight committee
- Connect with visitors and welcome new members

- Supervise any children or youth related staff
- Provide pastoral care to members as appropriate and in the absence of the Lead Minister
- Serve as staff liaison to the Macalester Plymouth Preschool board
- Participate in staff meetings and contribute to a collaborative staff environment
- Oversee ministry budgets as assigned and encourage responsible stewardship of the congregation's resources
- Be a Christian witness, exploring, deepening and challenging the congregation's understanding of Christian discipleship and its call to social justice through programming and leadership
- Study and engage in personal spiritual practices to continue to grow and learn as a leader

#### Other Responsibilities

- Officiate weddings and funerals for congregation members as requested and available
- Participate in wider church meetings and denominational gatherings of both the UCC and PCUSA, sharing attendance with the Lead Minister in some cases
- Communicate ministry opportunities to the congregation in timely and invitational ways via email, church website, social media, texting and phone calls.
- Help the congregation lift up and celebrate stories of transformation and accomplishments in worship and in publications
- Develop partnerships in the wider community that support the ministries of the congregation and extend its impact in the wider community

#### **Core Competencies:**

- Compassionate – Expresses empathy for others and a desire to help in authentic ways
- Hopeful – Maintains a positive attitude and emotional stability in the face of challenges
- Collaborator – Has a natural orientation toward getting people to work together and is a natural and inclusive community builder

### 1c. COMPENSATION AND SUPPORT

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**Salary Basis** (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*): \$60,000 to \$70,000 based on experience

#### **Benefits:**

Salary basis plus benefits meet UCC guidelines

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

Living near the church in St Paul, MN or in neighboring communities with housing allowance.



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

Live locally in or near St Paul, commuting method of your choice. Saint Paul and Minneapolis are nationally recognized for their bike trail system and support for commuter biking.

**State any incentives:** N/A

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

The Minnesota Conference UCC offers a robust system of peer and professional support for its clergy. Those opportunities include the following:

- Support of Authorized ministers in MN Conference
- Authorized ministers' cluster groups with other authorized minister in the surrounding area
- Period support consultations available as requested by authorized ministers
- Conference staff provides support for authorized ministers as requested.
- Recently clergy care grants were offered by the conference
- The conference ministry team has held mutual support gatherings of clergy where conference ministry team and authorized ministers can meet for support purposes

The Presbytery of the Twin City Area is also a place of support for clergy at Macalester Plymouth United. Pastoral Leader Care Team of COM offers one-time and ongoing peer-to-peer support for pastors. Synod School offered every July by the Synod of Lakes and Prairies is an excellent professional support. The Presbytery gathers regularly throughout the year and is often a place for gatherings and informal networks of support. In addition to the support offered by the Minnesota Conference, the Twin City Area is also home to United Theological Seminary and Luther Theological Seminary, both of which offer enriching continuing education opportunities.

**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.**

- Help us build on the congregation's commitment to children, youth and families by strengthening and redeveloping this ministry after Covid-induced changes and disruptions
- Working directly with youth and children and being a supportive resource for them
- Building relationships within the church through fellowship and working together on shared concerns
- Bridging and making connections with other faith communities, especially around social and racial justice issues
- Strengthening spirituality and spiritual practice and the link with advocacy and activism



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

We are hoping this minister will equip members with the faith, courage, and skills to lead and serve beyond the church walls by connecting us with resources and partners in the wider community, helping members discover their own gifts for ministry and service, and energizing the teaching ministry of the church through education and outreach. We need an active partner in our ongoing work of welcoming and including people of all sexual orientations, our anti-racism efforts, and our care for the planet.

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

In addition to a historic African American Community whose roots go back to the founding of St. Paul, the St. Paul area also has a substantial Hmong Community, Karen (ethnic group from Myanmar) Community, Somali Community, and Hispanic Community. St. Paul Public Schools students speak more than 125 different languages. The Twin Cities Area also has a large Indigenous population. The mission of Macalester Plymouth United Church will be advanced by a minister who has experience working in diverse settings and an understanding of what is needed for a congregation to grow and strengthen these relationships.

**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.**

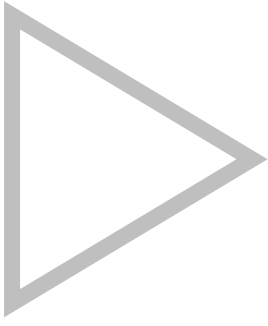
Working with the children, youth, and families in our congregation is a central aspect of the work of the Minister of Congregational life – providing opportunities for children to learn about Christianity, for older youth to explore and develop their faith, and chances to empower members to live out that faith. As such, each of the Marks we hope our next minister will display relate to that mission:

- **Building Transformation Leadership Skills:** the Minister of Congregational Life will be expected to identify, develop, and empower the blessings and calls of our children and youth through their ministry with them. Building connections and relationships in a nurturing way and equipping families to be part of this work are enormous opportunities this position provides.
- **Engaging Sacred Stories and Traditions:** in order to lead and teach our congregation, this minister must be knowledgeable and fluent with the tenets of our faith and our history. Helping our children, youth, and families experience the significance of those traditions and our scriptures for their lives and our world are central to the teaching aspect of this position. We seek someone who embraces the dynamism of a progressive, “God is Still Speaking” approach to Scripture and theology.
- **Working Together for Justice and Mercy:** our church is called to combat racism and to work to create a more just and fairer world. Providing our congregation opportunities to do this work by building relationships and partnerships with other organizations and groups, as well as providing educational opportunities for our congregation are essential to this position. We seek someone who has both the skills for and commitment to collaboration. Doing this work with our youth and families, especially, through weekly youth fellowship and yearly camps and mission trips are explicit opportunities for this work.
- **Strengthening Inter- and Intra-Personal Assets:** this minister will provide leadership for restarting and reimagining our children's and youth ministries. Building a strong, faithful community of youth and families where each member feels safe, is empowered, and is



faithfully held will be a critical goal. The youth program is a safe, affirming place for LGBTQIA+ members, and it is critical that the minister can nurture and continue that mission by leading a group that values diversity and expresses care, support, and love.





## **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?**

We want to become a congregation that has created a balance of spiritual nurturing and preparation for social justice and anti-racism work. We are looking to renew our focus and commitment with the LBTBQIA+ community, especially including those that are most often marginalized. We must strengthen and expand faith formation programs and activities for children, youth, and families, especially after Covid-induced changes and staff departures. Our commitment to caring for the earth is another core element of our identity that we look to carry forward.

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

There are several initiatives and opportunities within the church to address emerging challenges and opportunities. Two ongoing examples of our work include:

- **Racial Justice Stewards:** Over the last year twenty individuals have participated in extensive training, study, and reflection on what it means to be an anti-racist and to be an anti-racist church. The next phase is to increase congregational involvement related to anti-racism and racial justice work within our church and the broader community. We are on a journey that hopes to weave racial justice into everything we do.
- **Sanctuary Leadership Team:** During the last few years our church has provided sanctuary to several refugees and asylum seekers who needed safe places to be while their immigration status was being adjudicated. Through this experience of accompaniment, we have learned so much about their struggles, strengths, and resilience. This has increased our advocacy efforts for immigrant justice for those who seek peace and security within our borders.



### 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.**

We are a progressive Christian church. Our approach to individual transformation emphasizes education, nurture, and gradual growth in faith. Our church’s spiritual identity is influenced by contemporary issues and ideas; we approach social issues in a decidedly “activist” way, with our church taking stands on social issues as a congregation. We believe our faith calls us to advocate for and work towards a more just life for those in our community and world.

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

- Members help each other out in times of trouble or difficulty
- Important decisions about the life of the church are rarely made without open discussion by church leaders and members
- Our church has a reputation as a welcoming and inclusive faith community

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

Worship is a time for spiritual nurture. We include readings from the Bible as well as contemporary sources such as poetry as part of our liturgy. We appreciate sermons that are thought-provoking and intellectually challenging. We are a praying church that holds each other and our broader issues and concerns close to our hearts as we offer prayers to God. The music program includes adult, children’s, and bell choirs involving all age groups participating in assisting worship and is an important part of our services using inclusive language and songs and hymns related to the theme of the Sunday. The part of worship that is especially for children is a favorite of everyone.



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

Our church's educational program has undergone changes due to Covid, and we are coming to an inflection point where we seek to rebuild the program, not necessarily requiring all aspects to look how they did pre-pandemic. This is an opportunity to incorporate new ideas and for the incoming minister to shape the program.

We use a home-grown curriculum for our education program, and we have been hosting many events (youth group hang outs/game nights, Christmas pageant, etc...) on Zoom throughout the pandemic. We hope to rebuild and reimagine the education program and faith formation opportunities guided by the following goals:

- Strengthen and expand faith formation programs and activities for children, youth, and families.
- Build on the experiences of extensive youth involvement in mission projects to increase involvement in other areas
- Provide more fellowship opportunities especially for newer members of our congregation
- Support life-long learning with adult faith formation educational experiences
- Ground our justice ministries in a deep understanding of faith and calling



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

Collaboration and flexibility are key ingredients for the organization of ministry and mission at Macalester Plymouth United Church. Macalester Plymouth seeks a creative blend of UCC and Presbyterian polity. Structure is created to facilitate mission and purpose. Macalester Plymouth's leadership includes positions that are elected and those that are ad hoc, creating opportunity for responding to more immediate needs and energy within the congregation. Elected positions include the Session, Deacons, Moderator, Vice-moderator and the Nominating Committee. In addition, there are a number of session authorized committees. All committees have a session member as a participant in order to strengthen communication and mission alignment. Committee membership is open to all interested members. In addition to the session committee there are a number of ad hoc groups such as the newly created racial justice stewards ministry who provide focused leadership for the congregation.

### 3b. 11-YEAR REPORT

Church#: 361465

Assoc: 434 Schedule: 0 Macalester Plymouth United Church Saint Paul MN 55105

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	261	260	195	0	0	0	0	0	0
2011	261	260	195	0	0	0	0	0	0
2012	241	260	140	2	0	9	7	50	-46
2013	241	260	140	0	0	0	0	0	0
2014	241	260	140	0	0	0	0	0	0
2015	239	153	140	3	2	2	5	4	-2
2016	236	71	71	0	0	5	6	8	-9
2017	209	75	85	4	0	6	6	31	-27
2018	211	75	120	0	0	9	4	3	2
2019	215	70	120	3	0	7	5	1	4
2020	213	67	111	0	1	1	3	1	-2

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	\$411,974	\$0	\$0	\$11,937	\$11,937	\$0	\$11,937	0.00	\$423,911	\$0
2011	\$411,974	\$0	\$4,500	\$10,142	\$14,642	\$0	\$14,642	1.09	\$426,616	\$0
2012	\$407,604	\$30,241	\$6,588	\$13,060	\$19,648	\$31,800	\$51,448	1.62	\$489,293	\$471,204
2013	\$407,604	\$0	\$0	\$11,975	\$11,975	\$0	\$11,975	0.00	\$419,579	\$0
2014	\$407,604	\$0	\$4,500	\$14,517	\$19,017	\$0	\$19,017	1.10	\$426,621	\$0
2015	\$527,790	\$58,000	\$2,250	\$13,518	\$15,768	\$37,500	\$53,268	0.43	\$639,058	\$471,465
2016	\$500,769	\$193,382	\$2,250	\$26,904	\$29,154	\$77,040	\$106,194	0.45	\$800,345	\$458,278
2017	\$529,483	\$299,003	\$5,500	\$18,069	\$23,569	\$83,431	\$107,000	1.04	\$636,483	\$493,979
2018	\$546,164	\$252,479	\$6,709	\$7,245	\$13,954	\$52,507	\$66,461	1.23	\$612,625	\$482,191
2019	\$572,386	\$49,525	\$5,439	\$5,209	\$10,648	\$24,300	\$34,948	0.95	\$607,334	\$483,432
2020	\$529,260	\$11,778	\$4,300	\$16,784	\$21,084	\$24,350	\$45,434	0.81	\$574,694	\$481,624

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2015-2020	-10.88	-56.21	-20.71	-71.43	-55.56	0.28	33.71	-10.07
2010-2020	-18.39	-74.23	-43.08	0.00	0.00	28.47	76.63	35.57

Notes on the 11 Year report: The member numbers listed are listed as half of the actual number because we belong to 2 denominations. The number of members at the end of 2021 was 403.

### 3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	273	Yes



Number of active non-members:	20	Yes
Total of church participants (sum of the numbers above):	293	Yes

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

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	66%	Yes, based on Church database of 407 persons.
Less than 10, more than 5 years:	16%	Yes
Less than 5 years:	16%	Yes

**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>
20	30	24	38	38	40	80	40	90	Yes

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

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	5%	Yes
Households with minors:	25%	Yes
Single adults age 35-65:	5%	Yes
Joint households with no minors:	50%	Yes
Single adults over 65:	15%	Yes

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

		<i>Is this number an estimate? (check if yes)</i>
High school:	1%	Yes
College:	27%	Yes
Graduate School:	70%	Yes

Specialty Training:	2%	Yes
Other (please specify):		

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

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	55%	Yes
Adults who are retired:	38%	Yes
Adults who are not fully employed:	7%	Yes

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

Our congregation is highly educated, with the majority of members working in white-collar occupations.

**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?**

From 1910 to 1953, when the practice was banned in the State, racial covenants that excluded African Americans, Jewish people, and non-white populations existed throughout the Twin Cities Area. The area around Macalester Plymouth United Church continues experiencing the consequences of those racist practices, resulting in a predominantly white neighborhood. For the most part the makeup of the congregation reflects the makeup of the immediate neighborhood. Diversity at Macalester Plymouth is reflected in a broad age spectrum and in its commitment to collaborating with diverse groups as we work for justice.

**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)? Please note the date. Comment after the exercise:**

In 2021, Macalester Plymouth United Church began a ministry of racial justice stewards who together entered into an extended period of racial justice training. These 20 people are in the process of developing plans for congregational wide engagement in understanding and addressing racism with the goal of making a formal congregational commitment to antiracism in 2023. It is expected that the congregational wide engagement will include assessing all aspects of congregational life, including worship, faith life, governance and ministries as we identify opportunities and barriers for becoming a more racially and ethnically diverse congregation.

### 3d. PARTICIPATION AND STAFFING

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**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	100 people across multiple classes	Adult Faith Formation Committee
Baptisms ( <i>number last year</i> )	2 (2021)	Ministers
Children's Groups or Classes	78 (2020 est.)	Minister of Congregational Life and Community Builder for Children and Families
Christmas Eve and Easter Worship	250 (2 Services Christmas Eve); 100 to 200 (Easter)	Ministers, Director of Music with input from the Worship Committee
Church-wide Meals	None in 2021, 100-200 attended in 2020	Congregational Fellowship Committee
Choirs and Music Groups	From 4 to 15 on a Sunday	Director of Music
Church-based Bible Study	18	Women's Bible Study
Communion ( <i>served how often?</i> )	Once a month during worship – attendance 20-100	Ministers assisted by Elders
Community Meals	Once every other month –	Mission and Social Justice Committee – Loaves and Fishes

	250 people served	
Confirmation ( <i>number confirmed last year</i> )	Not held 2020 or 21, 7 in 2019	Ministers
Drama or Dance Program		
Funerals ( <i>number last year</i> )	4 in 2021, 100-200 attending	Ministers
Intergenerational Groups	152 est. participants between prayer breakfasts and fellowship committee congregational activities	Congregational Fellowship Committee, Men's Prayer Breakfast, Women's Prayer Breakfast
Outdoor Worship	3 times in 2021, 75-100 attending	Ministers, Director of Music, Worship Committee
Prayer or Meditation Groups	Email prayer list – 70 people	Ministers, prayer list coordinated by Deacons
Public Advocacy Work	82	Isaiah Core Team, Sanctuary Team, Racial Justice Stewards
Retreats	Family Retreats Youth Weekends	Congregational Fellowship Committee, Associate Minister, Youth Leaders
Theology or Bible Programs in the Community		
Weddings ( <i>number last year</i> )	2	Ministers, Wedding Coordinator
Worship (time slot: 10 A.M.)	Avg. 141 incl online and in person attendees	Ministers, Worship Leaders, Worship Committee, Director of Music.
-		

Young Adult Groups or Classes		Young Adult Community Builder
Youth Groups or Classes		Associate Minister, Youth Community Builder
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)
Kelly Stone		Macalester College	Chaplain	N
Don Christensen		Augsburg University	teaching	Y
Chuck Eversman		Church	Minister	Y
Jeanyne Slettom		Academic and Church	Minister/professor	Y
Robert Slettom				Y
Tim Johnson		Church	Minister	Y
J (Mike) Anderson				Y
Margaret (Monnie) Anderson				Y

Craig Bower				Y
Kevin Brown				N
Jim Faunce-Zimmerman				Y
Kathy Nelson				Y
Rich Seaver				N
Robert Utke				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:**

Several retired ministers occasionally preach or assist with services.

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

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Adam Blons	Y	Full time	Personnel Committee	2013-present
Office administrator	N	Full time	Adam Blons	2013-present
Music director	N	Part time	Adam Blons	
Communications specialist	N	Part time	Adam Blons	2019-present
Worship leader	N	Part time	Adam Blons	2021-present
Worship leader	N	Part time	Adam Blons	2021-present
Organist, accompanist	N	Part time	Brad Bradshaw	2020-present

Building and grounds manager	N	Part time	Adam Blons	2021-present
Midlife community builder	N	Part time	Adam Blons	2021-present
Children community builder	N	Part time	Adam Blons	2021-present
Young adult community builder	N	Part time	Adam Blons	2021-present

## 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 has a solid base of members and participation in our ministries. We have many ministries and activities that take place within and outside of our church's walls. We have an opportunity as Covid restrictions lift (hopefully) to grow our congregation and the ministries we engage in. Engaging with and attracting more families is a focus for this position.

## 3e. CHURCH FINANCES

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Current annual income (dollars used during most recent fiscal year)

Source	Amount
Annual Offerings and Pledged Giving	\$ 523,070.00
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	\$
Grants	\$

Rentals of Church Building	\$ 21,327
Rentals of Church Parsonage	\$ 0
Support from Related Organizations (e.g. Women's Group)	\$
Transfers from Special Accounts	\$
Other (specify):	\$
Other (specify):	\$
<b>TOTAL</b>	<b>\$</b>

**Current annual expenses (dollars budgeted for most recent fiscal year): \$**

*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.*

See attached 2022 budget and assets/liabilities at the end of the document

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

34%

**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)**

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? If calculated as a percentage of operating budget, what is that percentage? (*recommended 10%*)**

Because we are members of two denominations, OCWM is calculated differently at MPUC. We request each confirmed member pay an amount equal to our OCWM obligation and the amount collected is divided between both denominations. Total denominational support in 2021 was \$16,054

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

**Total amount of loan debt:** \$262,745

**Reason for debt:** Capital improvements

**Are capital and other payments current?** Yes

**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
2017-18	Update and improve sanctuary, tuck point half the building, pay off most of previous mortgage, reduce our carbon footprint	\$750,000	\$1,100,000	We significantly reduced energy consumption, planted rain gardens, and improved energy efficiency
		\$	\$	

**If a capital campaign is underway or anticipated, describe:** N/A

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

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

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

**What is the market value of the assets?** See below

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

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

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

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

**Please comment on the above calculations or estimates:**

2020 and 2021 were somewhat of an anomaly but our financial situation is stable

### **Other Assets**

**Reserves (savings):** See below

**Investments (other than endowment):** See below

**Does your church have a parsonage?** No

Fair market rental value of the parsonage: N/A

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 church property at 1658 Lincoln Avenue Saint Paul, MN 55105.

**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

**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?*

We have not made major budget changes in recent years. Session and the committees set the budget for the upcoming year. Fixed expenses, salaries, and other costs are calculated, income from other sources like the preschool and space rentals are estimated and a pledge target is decided on. Supporting people who seek sanctuary with us is an example of a recent ministry initiative.

In addition, in December 2020 the Session approved a two-year plan to increase our denominational support for our two denominations from \$9,782 in 2020 to \$17,892 in 2022. We also equalized the contributions between the two denominations.

Beginning in 2021, we approved budgeted funds of \$15,000 per year to hire a part-time Building Maintenance and Tech position. This was filled in 2021 and will help us organize our maintenance and repair work and prepare information for our next Capital Campaign.

### **3f. HISTORICAL INFORMATION**

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**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.**

Macalester Plymouth United church has historical roots in four churches, the first established in 1858 by New England abolitionists. The first merger was in 1968, with another in 1969. The most recent merger was in 2000. In 1985 MPUC became a Peacemaking Church. In 1995, after much discernment and discussion about what we should do to further equal rights to all people, regardless of sex, race, class, age, mental or physical ability, marital status or sexual orientation, members voted overwhelmingly to declare ourselves to be an Open and Affirming congregation of the United Church of Christ and a More Light congregation of the Presbyterian Church (USA).

In 2015, we passed a resolution to become an Earthwise Congregation and were recognized for the first time by the MN Conference (UCC) as a Green Justice Congregation, as well as by the PC(USA) as an Earth Care Congregation. We continue to be attentive to best practices in preserving God's universe.

True to its tradition of upholding issues of social justice, members voted in January of 2017 to make MPUC a Sanctuary church, available to house and support individual(s) seeking sanctuary from deportation. A suitable place was prepared in the building, and a team of volunteers works with people as needed.

Through the years this church has been supportive of refugees, several times sponsoring the settlement of families from areas of the world torn by political unrest such as Eritrea, Vietnam and, most recently (2016), Rwanda.

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

The obvious answer has been the changes we have had to make because of the pandemic. Like the rest of the world, we had to do a quick pivot to online worship. We went from fairly primitive to a much more sophisticated presentation of services as time went on, with the help of several technology savvy members of the congregation. We adapted as best we could, created a phone tree to reach out to all members, tried different ways of keeping the youth involved, and grieved the loss of in person connections.

**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.**

Conflict is rare at MPUC. When the church is facing a big decision that might be controversial, we spend time learning, discussing and discerning God’s will and making sure that everyone has a chance to voice their concerns and learn what they need to know to make an informed decision. A recent example was the decision to become a sanctuary church. The Adult education committee conducted multiple opportunities for learning about the history of immigration, the sanctuary movement, biblical basis, legal ramifications and financial commitment. At the annual meeting there was a robust discussion and negotiations. The membership overwhelmingly voted to become a sanctuary church. Even so, one family left MPUC over the decision.

MPUC has a strong committee structure so is it clear who someone can talk to if they have a concern or issue. There are opportunities for input with committee members rather than going to the pastoral staff first.

The Session also considered this question and provided the following answer: While conflict is not frequent or pervasive, we reviewed some past situations and discussed what went right and what could have been better. Transparency and empathy were two values discussed to mitigate unhealthy conflict.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Roger Grussing	1984-1999	Y
Janet Legrow (Associate)	1991-1997	Y
David Hohmann (interim)	1999-2001	Y
Heidi Vardeman	2001-2011	Y
Tom Ewald (Associate)	2006 – 2015	Y
Gale Robb (interim)	2011-2013	Y
Adam Blons	2013-present	Y
Corrine Freedman Ellis (associate)	2016-2021	Y

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

We have benefitted greatly from the different perspectives, backgrounds and styles of the ministers who have served at MPUC. They have all made us think and several have pushed us to speak up in the community about what we believe. They have all showed us ways to live out our faith and live as Christians in our world.

**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?**

Our church has a strong calling to live out our faith by working towards an improved, more socially just world. That work manifests itself in the ongoing activities our members engage in that look beyond ourselves to engage with and meet the needs of our broader community. We are an Open and Affirming/More Light congregation that seeks to welcome and honor people of all sexual orientations and identities, especially those who identify as LGBTQIA+. We are a sanctuary church that provides living space and support to immigrants seeking shelter. Our care for the environment and combating climate change is a critical aspect of our faith and is recognized by our designations as an Earth Care Congregation and a Creation Justice Church. Our church hosts a preschool to serve area families. Our congregation has recently explicitly begun the work of self-examination and education to become an anti-racist community. We work through ISAIAH, an organization for people of faith to act collectively and powerfully towards racial and economic equity in the state of Minnesota.

Other annual ministries include:

- School supply drive
- Habitat for Humanity participation
- Partnership with Dorothy Day Center food shelf
- Monthly meal preparation and serving with Loaves and Fishes
- Crop Walk participation
- Mission trip (high school)
- Youth justice camp (Jr. high)



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

Macalester Plymouth United Church embraces its connection with both the United Church of Christ and Presbyterian Church U.S.A. The congregation faithfully sends delegates to

the Minnesota Conference UCC Annual Meeting and ruling elders to regular meetings of the Twin City Area Presbytery. In addition, members of Macalester Plymouth assume responsibility for leadership roles on Conference and Presbytery working groups and governing bodies. Presently Macalester's lead minister is a board member for the Minnesota Conference UCC and another member serves on the Committee on Ministry.

**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](http://ucc.org).) Check any statements below that apply to your UCC faith community.**

- |  |  |
|--|--|
| <input type="checkbox"/> Accessible to All (A2A)                 | <input type="checkbox"/> Global Mission Church               |
| <input checked="" type="checkbox"/> Creation Justice             | <input checked="" type="checkbox"/> Open and Affirming (ONA) |
| <input type="checkbox"/> Economic Justice                        | <input type="checkbox"/> WISE Congregation for Mental        |
| <input type="checkbox"/> Faithful and Welcoming                  | 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             |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I'M)       | denominations  |
| <input checked="" type="checkbox"/> Just Peace                   | <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?**

Our work to align with the designations listed above is derived from our sense of call as a community of faith. We are called to constantly grow our love of God and neighbor, and the designations are reflections of the congregation's desire to intentionally align our ministry with the transforming work of the UCC as a whole. The congregation's commitment to transformative work in our community and world goes well beyond these intentional statements. Through numerous collaborations, the congregation is also involved with ministries of economic justice, border and immigration justice and most recently exploring our role with racial justice. Macalester Plymouth United Church is fully aligned with the theology of a God is Still Speaking congregation.



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

Among the strengths of Macalester Plymouth United Church is the congregation's deep commitment to interfaith and ecumenical engagement, especially as those engagements pertain to creating a more just and humane world. They are as follows:

- Interfaith Action of Greater Saint Paul – a collaboration of interfaith bodies in St. Paul working together for just change in the St. Paul region. MPUC's support includes participation with the Department of Indian Works, Project Home, a ministry with the homeless, and Loaves and Fishes, a food serving ministry.
- Minnesota Interfaith Power and Light – a collaboration working across faith and racial/cultural groups to address climate change and environmental justice.
- ISAIAH – a multiracial, interfaith coalition working for racial and economic justice across Minnesota.
- Interfaith Coalition on Migration – an interfaith collaboration advocating on behalf of immigrants and migrants in Minnesota. As part of this effort, Macalester Plymouth United Church is a sanctuary church and is presently providing a home for an individual pursuing asylum in the U.S.
- Joint Religious Legislative Coalition – a coalition of Jewish, Islamic and Christian traditions working to influence public policy to create a more just Minnesota.
- Habitat for Humanity – working in the Twin City Metro area to create more affordable and racially equitable housing.



With each of these engagements, Macalester Plymouth United Church involves its membership and church leadership with direct support and participation.

**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.**

Our mission statement is “To grow in love of God and neighbor.” We can see this mission in all aspects of our ministry as a community of faith. When we gather for worship, we reflect this mission through music, liturgy, prayers and preaching that makes love of God and neighbor integral for our faith, our lives and ministry. Our church leaders, especially those on the Church Session, work to support each other and have focused especially on caring for our community in these past two years as they considered how we could safely continue to be a faith community in a pandemic. We value the nurturing, faith sustaining, and community building aspects of our common life. Our outward-facing ministries (see question four) are expressions of our love of God and our community; we feel called to each of those ministries as a response to our faith. Anyone familiar with Macalester Plymouth United Church is aware that a significant



amount of the congregation's energy, resources and overall commitment are dedicated to love and care for our neighbor. The mission of our church is woven throughout our congregation and the ministries to which God calls us.

**Reflect on the scope of work assigned to your pastor(s). How is their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation's expectations on their time?**

The Minister of Congregational Life is expected to partner with the lead minister and with lay leaders to further the mission of the church. We value the ministry and connections that are available through our participation with the wider church. We recognize and affirm our responsibility to share in the work of the wider church, encourage our minister's participation and expect this will be a part of their overall ministry. We consider collaboration with our denominational and community partners to be reflected in the leadership of our ministers.

#### **4b. MISSION InSite**

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

The area surrounding our church is largely white. Residents are more educated and make more money on average than the rest of the state. There is a slight projected population growth expected in the area, as well as an increase in the number children, which could provide an opportunity for growth within our church. In most ways, the area has been and is projected to remain fairly stable. It should be noted that there are multiple residential colleges within the two mile radius of our church that was studied. This proximity in itself provides an opportunity to minister to college students, especially.

**How do your congregation's internal demographics compare or contrast to a) the neighborhoods adjacent to your church, and b) other neighborhoods with which your church connects?**

Our neighborhood's (Macalester Groveland) racial composition is the product of decades of racial discrimination that ensured properties would remain owned by white people, and we are still facing the impacts of that discrimination. Our immediate community that surrounds the church (especially when not including Macalester College) is largely white and wealthy. The values of the homes in the immediate neighborhood is relatively high, which in turn bars more diverse potential home buyers from affording to live here. Our church is mostly white, highly educated, and affluent, similar to our immediate neighborhood. Our church is only a few miles from far more diverse, less white neighborhoods, and is easily connected to them through rapid bus lines and light rail trains. This segregation is a real problem in our city.

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

Our commitment to organizations and ministries that support and uplift our wider community, such as ISIAH, the Dorothy Day Center, Loaves and Fishes, and Habitat for Humanity reflect our desire to counter the impacts of our city's racial and economic segregation. These ministries partner with and support our city and metro area and advocate for changes that would lead to a fairer and more just community. As a largely white congregation, we are committed to working with and walking alongside the diverse groups that make up our city. We do not look to perform charity which keeps us in a position of power, but to partner and walk alongside our community members.

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

We are known as a strong social justice church, and we have many community ministries involved in anti-racism work and partnering with local organizations like ISIAH, the Dorothy Day Center, and Loaves and Fishes. Within our local denomination conferences, we are known for having low minister turnover and as a fairly stable church.

The students at Macalester College (across the street) shared that Macalester Plymouth United Church is understood to be a neighbor, but there is a bit of mystery about the church. Those of us who have been there find that the church has synergy with Macalester values and the people are very friendly. Macalester students are sometimes regular guests, or periodic visitors. We know some folks are not comfortable at church, because of harm that has been done by the church universal. Overall, it's a resource that is close.

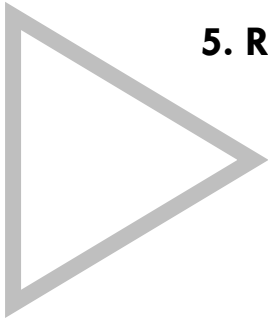
Session noted that:

- At Interfaith action the antiracism work is known and appreciated
- 25-30 years of LGBTQ commitment and this is known in the community and people come to the church because of it
- People know the church because of the preschool, educators, students

See also Letter of Reference 2.

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

Our inclusivity, worship style, and the way our church links our faith to improving the world are defining characteristics that draw people to our church. One recently joined member shared "I think the most important things are the all-inclusive welcome of MPUC and the outreach to others outside of the church."



## 5. REFERENCES

### REFERENCE 1

Rev. Gale Robb, presently Interim Executive Director of the Presbytery of the Twin City Area.  
612-865-9825  
Galerobb@me.com  
Rev. Robb previously served as an interim minister for Macalester Plymouth United Church

### REFERENCE 2

Rev. Corrine Freedman-Ellis, presently on staff with ISAIAH  
650-935-7041  
Corrinne.freedman.ellis@gmail.com  
Rev. Freedman-Ellis was the previous Minister for Congregational Life at MPUC

### REFERENCE 3

Randi Roth, Executive Director of Interfaith Action of Greater St. Paul  
651-376-0184  
Rroth@interfaithaction.org  
Macalester Plymouth United Church is a long time member and supporter of Interfaith Action of Greater St. Paul

## **Letters of Reference**

### **Letter 1**

#### **1. Describe some areas of strength in this church's ministry**

Macalester-Plymouth has always been at the forefront of social justice issues and has been open and transparent about their support through various communications to the congregation and wider community. They are also a congregation that cares deeply for one another and takes the ministry of serving others very much to heart. They have always had a dedicated and faithful group of deacons who are well connected to congregation members who need assistance or support. There is also a history of excellent youth and family ministry, including an active youth group that participates in mission trips on a regular basis. Their focus on ministry extends beyond the congregation and community to the wider church's mission efforts around the world.

#### **2. Describe some areas for improvement in this church's ministry**

As in many mainline Protestant churches these days, MPUC is experiencing a generational shift as the last of the "Baby Boomers" reach retirement age with another generation not that far behind them. Older members have sometimes been reluctant to let go of the reins to welcome new leadership and new ideas. Younger members may find it hard to commit the time, energy and financial support in the same way, so they may not be as likely to step into leadership roles. That may not be an area for "improvement," but rather one of balance.

#### **3. Describe a significant experience you have had of this church's ministry**

Perhaps most significant was the time that I served as their Interim Pastor. It was a joy to discover that the congregation I had known for forty years, first as a member and an elder, then a seminary intern and finally an Interim Pastor, was still deeply committed to social justice, care for each other and education for all ages.

#### **4. Anything else you wish to share**

MPUC continues to be a vibrant joyful congregation, blessed with excellent staff, church leadership and a congregation that truly lives its commitment to the Gospel.

Rev. Gale W. Robb

Minster member PCUSA

March 17, 2022

## Letter 2

### 1. Describe some areas of strength in this church's ministry.

Macalester Plymouth United Church is an extraordinarily passionate and compassionate congregation. This was what drew me to ministry there initially. Folks in the congregation are deeply invested in what matters to them, whether that's immigrant justice, disability rights, creation care, music, or any of the many important things they care about. Compassion is big too. During the pandemic, members participated in a phone tree where every single congregation member received a call at least once, and around 70 members received regular weekly calls. Some of the results of those phone calls were regular grocery runs, brand-new friendships, and reengagement in community by those who'd fallen away. It kept people connected in community during a deeply challenging time.

MPUC is a fascinating worship environment: traditional styles go over well, but people are incredibly open to experimentation! It's a fun place to both participate in and lead worship because services never look the same week to week. The congregation is receptive to many varied preaching styles and enjoys participating in the liturgical seasons of the church.

The youth program has long been a point of pride for MPUC. The youth themselves make it a space that is both rigorous and welcoming. LGBTQ+ youth have found it an especially friendly and safe home for them to explore their faith and find community. Neurodivergent youth advocate for themselves and their needs and shape the group as well. Annual mission trips are important to the culture of the group.

Most importantly, MPUC is a healthy congregation. The session shows measured, thoughtful leadership. Conflict is rare and handled swiftly and openly. These people love each other well, and they love their pastors well too.

### 2. Describe some areas for improvement in this church's ministry.

A congregation with so many passions can sometimes find itself spread thin. As most congregations do, MPUC has a hard time letting go of any of the really wonderful ministries they've begun over the years. Things can sometimes feel scattered and overscheduled, and finding a single mission statement and set of core values is a challenge.

One area where the congregation is actively working to improve is antiracism. MPUC is a predominantly white, historically white congregation and has spent years doing deep work to understand race, power, and injustice. A growing core group in the congregation is rigorously committed to this work and transformation is happening.

### 3. Describe a significant experience you have had of this church's ministry.

In January of 2017, through partnership with ISAI AH, the congregation voted to become a sanctuary church. Since then, they have hosted at least 5 individuals/families, possibly more at this point, largely quietly and without much fanfare. This ministry exemplifies so much of what is wonderful about this congregation. The team coordinating the work was full of organized,

procedure-minded folks who ensured the space was safe and clean, the legal ducks were in a row, and covenants were in place. In preparing the space, dozens of congregation members got involved, from painting to donating furniture to scrubbing bathroom floors to hardwiring smoke detectors. But the real work came when the rubber hit the road and the congregation began to form transformative, beautiful, complex relationships with the folks they were hosting. It took practice and humility and learning to allow guests to take the lead. There was such incredible generosity and open-heartedness on both sides of the exchange. This experience continues to inform the congregation's justice, organizing, and antiracism work.

4. Anything else you wish to share.

Rev. Adam Blons is a truly exemplary colleague and Macalester Plymouth United Church is a great place to be a minister. In these challenging pandemic times, this congregation is a breath of fresh air and would be a wonderful place to serve.

Rev. Corinne Freedman Ellis, previous Minister of Congregational Life (May 2016-June 2021)

### Letter 3

#### 1. Describe some areas of strength in this church's ministry

As part of our network of congregations, we have been impressed by Macalester-Plymouth's commitment to our work. Rev. Adam Blons is part of a clergy and joint committee group from four local congregations who approached us in early 2021 about becoming more deeply involved with our Department of Indian Work (DIW), as part of their congregations' joint anti-racism efforts. And they have been showing up and responding. When DIW was no longer able to be the host site for the region's annual CROP Walk due to relocation, the church's leadership worked with our staff to coordinate logistics for a successful event. The church also responded promptly to a request to consider hosting DIW on an interim basis when we were seeking backup sites for that department's work. And as the needs of our Project Home shelter program shifted, their Mission & Social Justice committee communicated quickly with our staff to provide much-needed winter items for families. Macalester-Plymouth have been good neighbors to our organization, and to the families we support

#### 2. Describe some areas for improvement in this church's ministry.

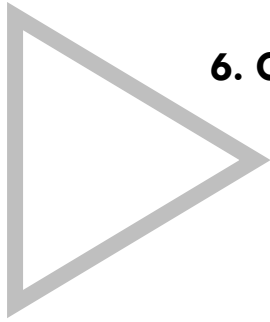
I really don't know of any areas for improvement. This church has been a great, warm, faithful partner to our critical interfaith social justice work.

#### 3. Describe a significant experience you have had of this church's ministry. Anything else you wish to share.

We describe several significant experiences above. Additionally, Pastor Blons for some time served as a leader in our Clergy Civic Engagement series, <https://interfaithaction.org/get-involved/clergycivic/>, and has always been there for the work. Another significant experience involved Macalester Plymouth taking on a UCC intern who did much of her internship work at our office. We coordinated closely during that year and found that the church followed through on all commitments with warmth, heart, and a commitment to align work with values.

Warmly,  
Randi

Randi Ilyse Roth  
Executive Director  
Interfaith Action of Greater Saint Paul



## 6. CLOSING THOUGHTS

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

### 6a. CLOSING PRAYER

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*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:*

"Here in this place the new light is shining  
Now is the kingdom, now is the day  
Gather us in and hold us forever  
Gather us in and make us your own  
Gather us in, all peoples together  
Fire of love in our flesh and our bones"

-from "Gather Us In" - Marty Haugen

We hope and pray for a new minister that will help gather us together to do God's work and spread God's love, especially after coming out of these challenging COVID times. Our children and youth are hoping for a new leader that will continue to celebrate their diversity in a fun and supportive environment.



## 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? (*for example, church council or consistory, transition team, etc.*)**

Pastoral Nominating Committee:

- Daniel Seburg
- Cathy Latham
- Suzanne Sackett
- Colin Ward
- Richard Hedrick
- Tim Johnson
- Daniel Nicla

The Session of MPUC

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

Signed: Daniel Seburg

Name / Title / Date: Search Committee Co-chair 4/18/2022

## 6c. VALIDATION BY CONFERENCE/ASSOCIATION

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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: Cindy Mueller

Name / Title: Steward of Search and Call

Email: cindym@uccmn.org

Phone: 612-871-0359

Date: 4/10/2022

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*



**Macalester Plymouth United Church**  
**Fund Balance Sheet**  
**Opening Balances as of January 1, 2021**  
**Ending Balances as of December 31, 2021**

	Beginning 01/01/21	Change	Ending 12/31/21
<b>ASSETS</b>			
Current Operating			
Bank Cherokee - General Fund	417,230	(237,872)	179,358
Bank Cherokee - Designated Fund	27,458	(16,346)	11,112
Bank Cherokee - Capital Fund	4,743	(3,213)	1,530
RBC - Designated Fund, MM and ST Investments	34,326	233,847	268,173
Total Cash in Bank	483,757	(23,584) #	460,173
Other Current Assets			
Prepaid Expenses	-	10,371	10,371
Other Brokerage Services	1,297	82	1,379
Other Receivables	-	-	-
Federal Withholding Receivable	295	-	295
Amortizable Loan Costs	12,494	-	12,494
Accumulated Amortization	(12,494)	-	(12,494)
Due from Mac Preschool	7,094	(7,094)	-
Total Other Current Assets	8,686	3,359	12,045
Total Current Assets	492,443	(20,225)	472,218
Endowment Assets at Market			
Endowment Assets - RBC	508,558	20,076	528,634
Endowment Organ Loan to MPUC	43,200	-	43,200
Total Endowment Assets	551,758	20,076	571,834
Fixed Assets			
Building & Fixtures	3,123,052	-	3,123,052
Accumulated Depreciation	(1,473,783)	-	(1,473,783)
Fixed Assets Net of Depreciation	1,649,269	-	1,649,269
<b>TOTAL ASSETS</b>	<u>2,693,470</u>	<u>(149)</u>	<u>2,693,321</u>

**Macalester Plymouth United Church**  
**Fund Balance Sheet**  
**Opening Balances as of January 1, 2021**  
**Ending Balances as of December 31, 2021**

**LIABILITIES AND NET ASSETS**

Liabilities			
Accounts Payable	2,692	1,999	4,691
Credit Card Payable	138	389	527
Payroll Taxes Payable	-	1,169	1,169
Prepaid Pledges	65,436	(19,296)	46,140
Total Current Liabilities	68,266	(15,739)	52,527
Total Funds Liabilities			
Mortgage Payable	233,720	(14,175)	219,545
Loan Payable New Cov Organ	43,200	-	43,200
Total Funds Liabilities	276,920	(14,175)	262,745
Total Liabilities	345,186	(29,914)	315,272
Total Designated Fund Balances	244,341	7,328	251,669
Total Net Assets	2,103,943	22,437	2,126,380
<b>TOTAL RESTRICTED AND UNRESTRICTED NET ASSETS</b>	<b>2,693,470</b>	<b>(149)</b>	<b>2,693,321</b>

**Macalester Plymouth United Church**  
**Statement of Activities**  
**Year Ended December 31, 2021 and 2020**

	<u>2021 Budget</u>	<u>2021 Actual</u>	<u>2020 Actual</u>
<b>REVENUE</b>			
<b>Total Contributions</b>	500,840	523,070	481,624
<b>Rental Income</b>			
Pre-School	17,762	17,762	18,579
Building Use	5,000	3,565	4,930
<b>Total Rental Income</b>	22,762	21,327	23,509
Other			428
<b>Total Revenue</b>	<u>523,602</u>	<u>544,397</u>	<u>564,723</u>
<b>Budgeted Transfers</b>			
Endowment Income	20,000	-	-
Designated Funds	28,530	-	-
Memorial Funds	3,500	-	-
PPP Loan Foriveness Funds	19,000	-	-
New Opportunities	5,100	1,500	1,350
<b>Total Budgeted Transfers</b>	76,130	1,500	1,350
<b>Unbudgeted Transfers &amp; Receipts</b>			
Miscellaneous Income	-	1,304	59,162
<b>Total Available Revenue</b>	<u>599,732</u>	<u>547,201</u>	<u>566,073</u>
 <b>EXPENDITURES</b>			
Personnel	374,778	325,600	376,493
Operations	131,196	138,035	108,444
Denominational Support	16,412	16,054	9,782
Finance	31,725	32,625	31,308
GEM	2,000	100	1,373
Congregational Fellowship	4,370	257	3,218
Education	3,000	1,064	1,436
Mission & Social Justice	22,750	22,750	24,350
Worship	8,400	8,481	5,639
New Opportunities	5,100	1,500	1,350
<b>Total Expenditures</b>	599,731	546,466	563,393
 <b>Net Surplus (Deficit)</b>	<u>1</u>	<u>735</u>	<u>2,680</u>

**Macalester Plymouth United Church  
Statement of Activities  
Year Ended December 31, 2021 and 2020**

	<u>2021 Budget</u>	<u>2021 Actual</u>	<u>2020 Actual</u>
<b>OTHER MISSION GIVING THROUGH DESIGNATED FUNDS</b>			
Christmas Offerings		4,365	3,950
Creation Justice		300	-
Deacons Fund		1,865	669
Facilities Fund		1,575	1,500
Food & Shelter		2,940	4,655
Memorials		3,190	107,227
Memorial Garden		825	2,250
Misc Pass Through Gifts		12,114	5,834
Music Fund		100	-
One Great Hour of Sharing		7,095	8,561
Peacemaking Offer		3,354	2,120
Pentecost Offering		1,250	1,600
Plymouth & Rex Knowlesw Rooms		7,825	22,491
Racial Justice Stewards		6,525	-
Sanctuary Mission		8,105	11,213
Youth Mission - Donations & Fees		6,346	3,990
		<u>67,774</u>	<u>176,060</u>
Total		<u>67,774</u>	<u>176,060</u>

**Macalester Plymouth United Church**  
**Statement of Expenditures**  
**Year Ended December 31, 2021 and 2020**

	<b>2021 Budget</b>	<b>2021 Actual</b>	<b>2020 Actual</b>
<b>PERSONNEL</b>			
Salaries	291,656	264,146	303,729
Employee Expenses	82,622	61,064	72,555
Session and Leadership Expense	500	390	208
Total Personnel	374,778	325,600	376,492
<b>OPERATIONS</b>			
Office Expense	29,635	27,435	24,787
Church Maint & Utilities	73,676	82,877	65,583
Other Ownership Costs	27,885	27,723	18,073
Total Operations	131,196	138,035	108,443
<b>EDUCATION</b>			
Adult Education	1,000	261	150
Children's Ed	1,000	401	558
Junior and Senior High	1,000	402	216
Teaching Expenses	-	-	512
Total Education	3,000	1,064	1,436
<b>MISSION &amp; SOCIAL JUSTICE</b>	22,750	22,750	24,350
<b>GROWTH EVANGELISM &amp; MEMBERSHIP</b>	2,000	100	1,373
<b>CONGREG'L FELLOWSHIP</b>	4,370	257	3,218
<b>NEW OPPORTUNITIES</b>	5,000	1,500	1,350
<b>DONOMINATIONAL SUPPORT</b>	16,412	16,054	9,782
<b>FINANCE</b>			
Mortgage Interest	25,825	11,650	14,731
Regular Mortgage Principal		14,175	11,094
Other Finance Expenses	5,900	6,800	5,483
Total Finance	31,725	32,625	31,308
<b>WORSHIP</b>			
Worship Service & Supplies	850	2,977	470
Music	7,550	5,504	5,169
Total	8,400	8,481	5,639
<b>DEACONS' ACTIVITY</b>			
Outside Mission Activities	NA	4,000	1,300
MPUC Deacons' Activities	NA	3,236	979
Total	NA	7,236	2,279



**Macalester Plymouth United Church  
2022 Budget**

	<b>2022 Budget</b>	<b>2021 Budget</b>	<b>2021 Actual</b>
<b>REVENUE</b>			
<b>Total Contributions</b>	503,340	500,840	523,070
<b>Rental Income</b>			
Pre-School	21,134	17,762	17,762
Building Use	5,000	5,000	3,565
<b>Total Rental Income</b>	26,134	22,762	21,327
Other Income	-	-	1,305
<b>Total Revenue</b>	529,474	523,602	545,702
<b>Budgeted Transfers</b>			
Endowment Income	20,000	20,000	-
Memorials	3,500	3,500	-
Designated Funds	15,000	15,000	-
Additional End./Des. Trans.	19,530	13,530	-
PPP Loan Forgiveness	19,000	19,000	-
New Opportunities	5,100	5,100	1,500
<b>Total Budgeted Transfers</b>	82,130	76,130	1,500
<b>Accumulated Surplus (Prior Years)</b>	-	-	-
<b>Total Available Revenue</b>	611,604	599,732	547,202
<b>EXPENDITURES</b>			
Personnel	365,514	374,778	325,600
Operations	149,088	131,196	138,035
Denominational Support	17,762	16,412	16,054
Finance	32,725	31,725	32,625
GEM	2,200	2,000	100
Congregational Fellowship	4,370	4,370	257
Education	3,000	3,000	1,064
Mission & Social Justice	22,750	22,750	22,750
Worship	9,000	8,400	8,481
New Opportunities	5,100	5,100	1,500
<b>Total Expenditures</b>	611,509	599,731	546,466
<b>Net Surplus (Deficit)</b>	95	1	736

**Macalester Plymouth United Church  
2022 Budget**

	<b>2022 Budget</b>	<b>2021 Budget</b>	<b>2021 Actual</b>
<b>PERSONNEL</b>			
Salaries	298,998	291,656	264,146
Employee Expenses	76,016	82,622	61,064
Session Expense	500	500	390
Reduction by Dec 2020	(10,000)	0	0
Total Personnel	<u>365,514</u>	<u>374,778</u>	<u>325,600</u>
<b>OPERATIONS</b>			
Office Expense	36,405	29,635	27,435
Church Maint & Utilities	82,120	73,676	82,877
Other Ownership Costs	<u>30,563</u>	<u>27,885</u>	<u>27,723</u>
Total Operations	<u>149,088</u>	<u>131,196</u>	<u>138,035</u>
<b>EDUCATION</b>			
Adult Education	1,000	1,000	261
Children's Ed	1,000	1,000	401
Junior & Senior High	1,000	1,000	402
Background Checks	<u>0</u>	<u>0</u>	<u>0</u>
Total Education	<u>3,000</u>	<u>3,000</u>	<u>1,064</u>
<b>MISSION &amp; SOCIAL JUSTICE</b>	22,750	22,750	22,750
<b>GROWTH EVANGELISM &amp; MEMBERSHIP</b>	2,200	2,000	100
<b>CONGREG'L FELLOWSHIP</b>	4,370	4,370	257
<b>FINANCE</b>			
Church Support	-	-	-
Mortgage Interest	25,825	25,825	25,825
Regular Mortgage Principal	6,900	5,900	6,800
Other Finance Expenses	<u>32,725</u>	<u>31,725</u>	<u>32,625</u>
Total Finance	<u>32,725</u>	<u>31,725</u>	<u>32,625</u>
<b>DENOMINATIONAL SUPPORT</b>	17,762	16,412	16,054
<b>WORSHIP</b>			
Worship Service & Supplies	1,450	850	2,977
Music	<u>7,550</u>	<u>7,550</u>	<u>5,504</u>
Total Worship	<u>9,000</u>	<u>8,400</u>	<u>8,481</u>
<b>NEW OPPORTUNITIES</b>	5,100	5,100	1,500
Total Expense	<u><u>611,509</u></u>	<u><u>599,731</u></u>	<u><u>546,466</u></u>