

UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

UCC First Congregational Church of Rapid City
Rapid City, South Dakota

Senior Minister

South Dakota Conference of the UCC
[April 20, 2022]

LOCAL CHURCH PROFILE CONTENTS

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

1. Church name: [UCC First Congregational Church of Rapid City](#)
 Street address: [1200 Clark Street, Rapid City, South Dakota 57701](#)
 Supplemental web links:
 Please see our website www.rcfirstucc.com for current newsletters, worship bulletins and videos of recent worship services.
 FB Page: <https://www.facebook.com/RCFirstUCC>
 FB Groups: <https://www.facebook.com/groups/127970980569233>

2. Additional ecumenical affiliations: [None](#)

3. Conference: [South Dakota Conference is part of the Tri-State Conference.](#)

Association: [We are part of the Black Hills Association.](#)

4. UCC Conference or Association Staff Contact Person (Name, Title, Phone, Email): [Rev. Sarah Rentzel Jones, 3500 S Phillips Ave, Ste 100, Sioux Falls, SD 57105, sarah@ucctcm.org, 808.631.2444](#)

5. Summary Ministry Description:

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

We seek a warm and skilled pastor to accompany us in the next chapter of our faith journey. We currently have a strong core membership of older adults who are active in Sunday worship, fellowship groups, and community service. Quite a few members have been part of this church their entire lives, and some families are descended from the church's 19th century founders. We value our traditions, yet also realize that we need to make changes to attract younger demographics in our changing community. We want to be a congregation that has families of all ages and lifestyles participating in worship and church activities, but we are not clear on or in consensus of how to accomplish this goal. We want to grow, not only to survive the inevitable passing of our core members, but to continue the vital ministry our ancestors have had in this community. We have completed the ONA process and would like to continue our open and affirming beliefs, as well as be a congregation that is active in social issues in the community and beyond. As we grow, we desire to be a church with a diverse population along with a variety of worship options in our services. We want a pastor who can help lead us in this journey.

6. Photographs:

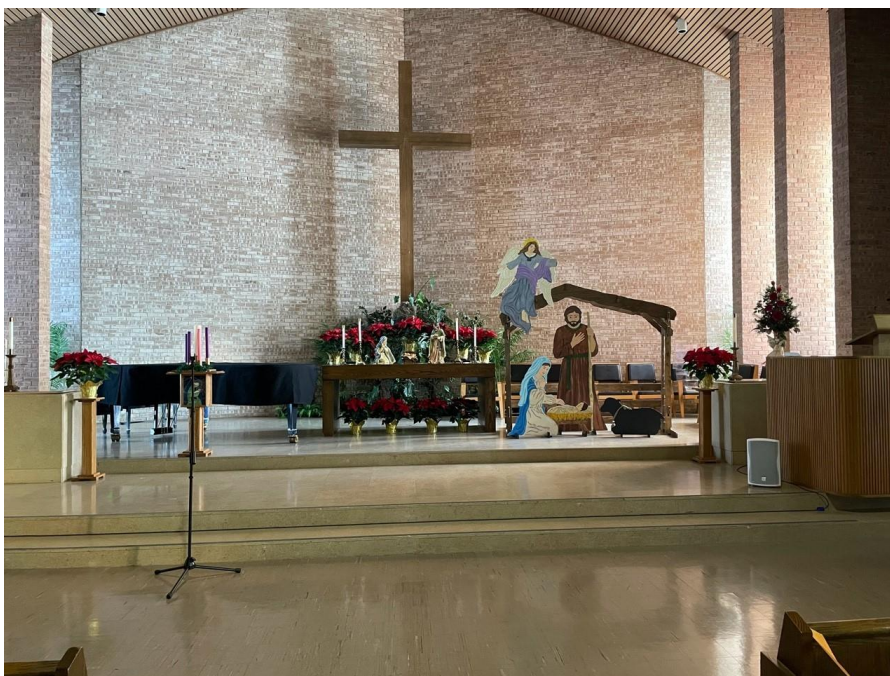
Insert 1 – 3 images of your church, its people, its parsonage or building or gathering space, etc.

<http://rcfirstucc.com/mt0tqb7wnvua2drm67okanc58q09yg>

Pictures respectively of: 2021 VBS, receiving a Star Quilt upon unloading a Woodchuck delivery, Rev. Kathleen Batchelder at 2021 VBS, the main entrance to the building, and the chancel with life-sized Nativity scene at Christmas 2020.







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

Perhaps the most valuable asset to living in Rapid City is living in the beauty of the Black Hills. The backdrop of the Black Hills allows for hiking, biking, skiing, snowmobiling, boating, picnicking, kayaking, hunting—the list goes on. As a community, we value the arts as evidenced by our local symphony, concerts, musical events, theater; and we also celebrate our community through sporting events, the annual stock and home shows, and Summer Nights (a weekly downtown community celebration). Being nestled into the Black Hills gives us a more moderate climate (zone 5a) than other areas of South Dakota. While all of South Dakota is socially and politically conservative, Rapid City tends to be more cosmopolitan than its size and location would suggest. Included below are links to local information.

[Strategic Economic Growth and Development : Elevate Rapid City](#)
[Black Hills & Badlands - South Dakota | The Home of Mount Rushmore](#)
 [\(blackhillsbadlands.com\)](http://blackhillsbadlands.com)

<https://www.travelsouthdakota.com>

8. Current size of membership: 232

9. Languages used in ministry (*other than English*): None

10. Position Title: Senior Minister

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

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

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

Full Time

13. Does the total support package meet conference compensation guidelines? Yes

These are the published 2021 guidelines voted in 2020--may be revised following subsequent Annual Meetings. We will use the most current version.

<https://ucctcm.org/wp-content/uploads/2020/11/SD-2021-Compensation-Guidelines.pdf>

1b. SCOPE OF WORK

(add here the Scope of Work developed by your church using the Call Agreement Workbook)

1. Core Competencies:

(List three core competencies that you imagine could be foundational in your next minister's relationship with the church. For example, a church seeking a pastoral care minister might hope to call someone who is caring, sensitive and sociable, while a church seeking an executive minister might want an organized, detail-oriented and time-conscious person.)

- 1) Effective Teacher/Preacher
- 2) Compassionate/Caring
- 3) Visionary Leadership

1c. COMPENSATION AND SUPPORT

-
- 1. Salary Basis** (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*): Salary package is

negotiable based on experience. The total support package will meet South Dakota Conference Compensation guidelines.

2. Benefits (*choose one*):

Salary plus Benefits.

3. What is the expected living situation for your next minister (e.g. *parsonage, living nearby with a housing allowance, living elsewhere to commute as needed*)? The senior minister is expected to be living in the local community (we recommend within a 30 mile drive of the church), with a housing allowance.

4. Comment on the residential/commuting expectations for your next minister. The senior minister will be expected to live in the Rapid City Metropolitan area. As with many communities, housing in Rapid City has appreciated considerably in the past two years.

5. State any incentives (e.g. *school debt reduction or retention bonus after a certain number of years in position*): Open to negotiation.

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

Tri-State Conference currently offers two weekly Zoom professional discussion/support groups of an hour each, one hosted by conference staff and the other by rotating clergy facilitators.

There is a weekly Zoom meeting of local Association clergy composed of both active and retired clergy.

The conference also offers structured and moderated Community of Practice groups that form every few months on a modest fee basis. These groups meet monthly for 90 minutes to two hours, with reading or other work between sessions.

7. 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?

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

The church Board recently adopted fresh Vision and Mission statements (May 2021):

VISION STATEMENT:

Seeking, practicing, and sharing Christ's ministry of inclusive love, justice, and compassion.

MISSION STATEMENT:

First Congregational UCC

Under the Cross on the Hill is a

WELCOMING COMMUNITY that:

Seeks....

God through the celebration of worship

A safe and inclusive community

A deeper understanding of our faith and mission in today's world

Practices....

Fellowship and mutual support

Spiritual formation for all ages

Participation in music and arts

Shares....

A giving spirit encompassing the larger community

Christ's unconditional love with justice and peace

Hope for harmony throughout God's whole creation

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

The primary responsibility will be to pastor the congregation and assist the congregation with self-development. The pastor will also guide the congregation in its interaction with the community.

3. Specify language requirements or culturally-specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling. [No specific requirements.](#)

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

1. EXHIBITING A SPIRITUAL FOUNDATION AND ONGOING SPIRITUAL PRACTICE

- Loving God, following Jesus Christ, and being guided by the Holy Spirit; living a life of discipleship.
- Praying actively and nurturing spiritual practices of being called to ordained ministry by God and the Church.
- Continuing discernment of one's call in community.
- Understanding the power of the Holy Spirit at work through the elements of Christian worship to nurture faith.
- Exhibiting a commitment to lifelong spiritual development and faithful personal stewardship.
- Knowing and appreciating UCC history, polity and theology.
- Exhibiting a commitment to the core values of the UCC: continuing testament, extravagant welcome, and changing lives.
- Experiencing and appreciating a variety of theological perspectives.

2. ENGAGING SACRED STORIES AND TRADITIONS

- Exhibiting knowledge, understanding, and continuing study of the Hebrew Scriptures and the New Testament.
- Maturing in effective proclamation and preaching.
- Understanding the history of the Christian Church, from biblical times forward.
- Bringing life to sacred stories and traditions in worship, proclamation, and witness.
- Leading faith formation effectively across generations.

- Holding the Holy with integrity especially as represented in the Sacraments.
- Strategically creating the future of God's work.

3. WORKING TOGETHER FOR JUSTICE AND MERCY

- Drawing on the ministry of Jesus Christ to confront injustice and oppression.
- Practicing the radical hospitality of God.
- Identifying and working to overcome explicit and implicit bias in the life of the Church.
- Understanding community context and navigating change with a community.
- Engaging in mission and outreach.
- Building relationships of mutual trust and interdependence.
- Working collaboratively with intercultural awareness and sensitivity.

4. STRENGTHENING INTER- AND INTRA- PERSONAL ASSETS

- Developing and maintaining a healthy sense of self as shaped by God, community, and life experiences.
- Living in relationships of covenantal accountability with God and the Church.
- Exhibiting strong moral character and personal integrity.
- Respecting the dignity of all God's people.
- Understanding and ministering to stages of human development across the lifespan.
- Demonstrating excellent communication skills.
- Encouraging leadership development of self and others through continuing education and lifelong learning.

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)

1. Who is God calling you to become as a congregation?

God calls us as a congregation to be a leader in the community regarding inclusivity as we grow as individuals in our Christian faith. We understand that

God is still speaking in these changing times, particularly when large portions of the population are pulling away from “organized religion.” Already a welcoming congregation, God is calling us to engage the Open and Affirming process to become truly welcoming to all.

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

1. The church has completed the process of becoming officially Open and Affirming. This process has given us further opportunities to self-evaluate our own priorities as a church, as well as guidance on how to reach out to the larger community.
2. Our church has the average age of 70, and while calls for the need of younger families and persons in our congregation ring out, actual changes to worship services and traditions remain difficult to embrace by many of the congregation.
3. The past year required our church to create and execute online worship which led to additional technological knowledge as well as investment in audiovisual equipment and updated computers. These technological changes also illustrate our need for church investment in an AV/Technology department, as well as potential new staff positions.

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

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

1. Describe your congregation's life of faith.

We are a varied congregation that supports independent spiritual growth. We truly follow UCC's motto "no matter who you are or where you are on life's journey, you are welcome here." Under this core tenet, we embrace a variety of beliefs within our congregation. For example, as our church survey indicates, many of us believe the Bible becomes the word of God when interpreted and applied to our present lives. Others believe the Bible is the record of many different people's experience of God and should be interpreted for ourselves. Still others believe the Bible is the inspired "word of God" but contains human errors from the cultures of their times regarding science and history. When surveyed, members revealed that some believe that the Virgin birth is a supernatural miracle, while others believe it is a powerful myth. While we have multiple viewpoints regarding theology and spirituality, core values such as the fellowship with other believers, a mission to make a better world for others, and the love of God are central to our congregation.

2. Describe several strengths or positive qualities of your congregation.

Our members are the heart and backbone of the church. We see ourselves as caring, welcoming, and friendly. Our members are active, fun, creative, and willing to put energy into the assignments and roles they are given. We enjoy worshipping together, but we also enjoy the hour after our worship service to converse and eat in our Fellowship Hall. We provide a place for public worship and fellowship but also strive to help people in need: both within our membership and community-wide. We are a varied congregation and encourage individual spiritual development. At one time our church included the most socially prominent people of the community but over recent decades as religion has become less central to community life that is less important. However, we still have a core of socially and economically influential people whose lives have been characterized by high achievement.

3. Describe what worship is like when your congregation gathers.

Our church bell calls the community to worship each Sunday. We are met at the door by greeters who welcome all and assist newcomers to feel welcome. Members have name tags they may wear. Our services typically take place in the sanctuary, although we have

also held services outside on our lawn during favorable weather, particularly since COVID-19 restrictions came into place. The sanctuary is spacious and airy, with a choir loft in the back, and a large wooden cross standing at the front. Our worship service follows a traditional pattern with hymns, lessons, a sermon, musical anthems, and organ prelude and postlude.

We primarily use the *New Century Hymnal*; a set of *Pilgrim Hymnals* has been used at Christmas for traditional words to carols. We also occasionally use material from *Sing! Prayer and Praise* or other contemporary resources, although this has at times been met with resistance. We primarily use the *New Revised Standard Version* of the Bible for our readings (which we print in the bulletins) though the pew Bibles are older *Revised Standard Version* editions. Our liturgies model expansive/inclusive language, but this is not a major topic of discussion. You can see bulletins and worship services on our website. We offer worship that honors Christian tradition, remains theologically relevant, and opens to the movement of the Holy Spirit.

Our church has a beautiful 35 rank pipe organ as well as a concert grand piano, and we are blessed to have musicians who play both. Pre-COVID-19, we enjoyed a small yet talented choir; and our congregation includes many accomplished musicians. Members have expressed interest in including a more contemporary and lively music experience in worship: this is a topic of lively debate. Also, there is a call for more youth involvement in worship services. We want a new pastor who can lead us in these changes in order to grow in membership and to also meet the needs of the current congregation.

We enjoy preaching that is well-organized, thought-provoking, and theologically-based. We want preaching to be relevant to everyday life, to explore hard theological issues, and to relate social issues to Jesus' teachings. That said, as a congregation with diverse political perspectives, we do not wish preaching that is perceived as too political or partisan. We realize that there is a fine line between being socially relevant and being political, and we support our ministers' freedom of the pulpit.

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

Christian Education programs for all ages are central to our congregation as we work toward our CE vision of "*Growing faith in Jesus Christ by learning about God and God's will for our lives.*"

Pre COVID-19, children participated in weekly church school and in Vacation Bible

School each summer. Since COVID-19, we provide materials for children and their families to learn together. Youth have several ways to form their faith through church school classes, confirmation class, youth group activities of study, fellowship, and service projects for our congregation and the community around us. Children and youth also grow in knowledge and faith through participation in worship—children’s messages, youth Sunday, Advent and Christmas services, and children’s choir. Adults in our congregation have regular Bible study classes, Lenten studies, and Sunday morning presentations on various faith-related topics (our most recent series was an exploration of world religions).

Currently all ages are using *Seasons of the Spirit* lectionary-based curriculum which allows children, youth, and adults to study scriptures central to weekly worship. This coordinated curriculum also allows families and friends to discuss a passage that all have studied in their age group classes.

One of our former settled ministers was in charge of Christian Education. After her retirement, we hired a part-time youth leader for the 2020-2021 school year for middle and high school ages. She was hired for 8 hours a week; however, given her regular job she will not continue that role in 2021-22.

We anticipate hiring staff for children and youth ministry under the leadership of the new senior minister. We foresee that to be a half-time position.

VBS was held in late July 2021 for three days. Several volunteers led two groups of children who ranged from preschool through 5th grade. Dinner was provided for the children and their families. A variety of activities were offered each night including lessons, music, crafts, and games. Around 20 children attended, mostly from our congregation with a few families who were friends of congregants and active in other churches.

We have an on-going discussion with the parents of our children and youth to discern the shape of future education programs. We have held one parents meeting that led to a revision of plans, and are working towards another parents meeting to share specific proposals for our education program. This will be an on-going process of dialogue between the Christian Education Department and the parents.

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

As per our by-laws, First Congregational Church of Rapid City’s avowed purpose of the church shall be to worship God; to preach the gospel of Jesus Christ and to celebrate the

Sacraments; to realize Christian fellowship and unity within this church and the Church Universal; to render loving service toward humankind; and to strive for righteousness, justice and peace.

The Church Board shall be the central governing board of the congregation, subject to actions of the congregation in a regular or special meeting. The board shall develop policies, engage in planning and manage the operation of the church. The Church Board consists of the Church Officers: Moderator, Assistant Moderator, Clerk, and Treasurer. There are six Departments within the church – Worship; Education; Ministries; Hospitality; Building, Equipment and Grounds; and Stewardship and Budget. Each Department shall elect its own chairperson who will be a member of the church board.

More details on the structure/responsibilities/ job descriptions for the board and each department can be found in our Church Constitution, Church By-laws, and Church Annual reports. We will be pleased to provide these to you.

The Church Board meets a minimum of once a month and can request meetings when the need arises. The Departments meet monthly--at a minimum--and can also request meetings more often if the need is there. Most meetings last between 60 to 90 minutes.

This past year has been challenging for conducting meetings due to the COVID-19 constraints. Most meetings transitioned to Zoom. The Church board, Department Chairs, and Department members have done a great job of working around those challenges. They quickly came up with ideas and plans to support our members during these stressful times. Examples include calling trees, visitation groups, and modified craft group meetings. Our leadership and members are to be commended for all the hard work that kept our church sound and stable during this unexpected challenge.

3b. 11-YEAR REPORT

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

The 11 Year Report may be found as an attachment.

11 Year Report Explanation for 2020

The 11-Year Report only covers through 2019. The roll of official members was also recently significantly purged of members who had moved away or who had become

long-term inactive, so the current official membership is 232.

2020 was an extraordinary year for the church with our Senior Pastor and Christian Education Pastor retiring, right alongside the COVID-19 pandemic. The statistics for 2020 are fairly consistent with previous years through mid-March 2020. At that point the church suspended public worship. Throughout the rest of 2020 the church leaders and congregation made efforts to provide services outside in the parking lot, virtually with livestreaming on Facebook and the church website, and hybrid services with masks and social distancing along with live-streaming. All of the normal stats that we were accustomed to changed. Expenses were lower, we received PPP funding, pledges and offerings were lower, and there was no solid basis for a new normal that we could rely on. Members are starting to come back to church, but we do not expect to be back to the numbers that we had pre-pandemic for quite some time.

As of July 2021, attendance is running about 60, which is roughly half of pre-Covid attendance. We are still live streaming services (and expect to continue doing so) and some members tune into the Facebook Live feed.

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	232	
Number of active non-members:	13	
Total of church participants (sum of the numbers above):	245	

The following percentages are based on the church survey done in January 2021. You can find the survey and its report on the church website.

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	76.6%	
Less than 10, more than 5 years:	11.1%	
Less than 5 years:	12.3%	

Number of total participants by age:

	12-17	18-44			45-64		65+		<i>Are these numbers an estimate? (check if yes)</i>
	1	8			20		52		

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single households:	19.8%	
Single households with minors:	2.5%	
Joint households with minors:	7.4%	
Joint households with no minors:	69.1%	
Adults over 65:	64%	This survey question figure is separate from those above.

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	7.4%	
College:	50.7%	
Graduate School:	37%	
Specialty Training:	3.7%	
Other (please specify): Not Completed High School	1.2%	

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	19.8%	
Adults who are retired:	67.9%	
Adults who are not fully employed:	12.3%	

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

The occupations of the working adults in our congregation are very diverse. A large majority of our congregants have college educations and many have advanced degrees. We have lawyers, teachers, university faculty, counselors, authors, bankers, musicians, accountants, doctors, nurses, members of both the police and fire departments, shop keepers, small business people, people in tourism, and clergy. Because we are situated

very close to a major air force facility, we also have had military personnel. The vast majority of the congregation is currently retired.

2. 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?

The racial make-up is 97.5% White/Caucasian. We haven’t really addressed the issue of racial diversity and that’s a growing edge. In the past we have had sacred conversations on race with focus on Native American issues. Revisiting these conversations is a definite opportunity for the church. Our congregation is much more theologically diverse.

3. Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one in the near future (perhaps using, for example, the Welcoming Diversity Inventory)? Please note the date. Comment after the exercise:

The congregation is currently working on the process of becoming an Open and Affirming church. As a congregation we have not discussed racial diversity.

3d. PARTICIPATION AND STAFFING

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

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? (<i>list any and all worship planners, such as various lay leaders, pastors, musicians, other staff</i>)
Adult Groups or Classes	Two Women’s Fellowship Groups Occasional Bible studies	Lay leaders Pastor

Baptisms (<i>number last year</i>)	None	
Children's Groups or Classes		Dept. of Education
Christmas Eve and Easter Worship		Dept. of Worship & Pastor
Church-wide Meals		Dept. of Hospitality
Choirs and Music Groups		Dept. of Worship, Alan Glover (Music Director), Bonnie Edwards, Susan Kelts (Soloists/cantors), Bell Choir Director Michael Bossen
Church-based Bible Study	Church based Bible Study – for example, Kerygma & Animate classes	Pastor
Communion (<i>served how often?</i>)		Monthly – 1 st Sunday of the Month
Community Meals	None	
Confirmation (<i>number confirmed last year</i>)	4 in 2020, first class in some years	
Drama or Dance Program	Worship Arts Group	
Funerals (<i>number last year</i>)	8	Pastor, Commissioned Minister & Licensed Minister share duties
Intergenerational Groups	None	
Outdoor Worship		Dept. of Worship

Prayer or Meditation Groups	Spiritual Practice Group met weekly from 2010-2020, we have recently re-formed as the Lectionary Reading Group. 6 – 8 members	Kathleen Batchelder (Commissioned Minister)
Public Advocacy Work	Our Jail Ministry was active from 2010-2018. Two Sunday afternoons each month, Marrelyce Seaman and Kathleen Batchelder led worship for women at the Pennington County Jail.	
Retreats	Women's retreats are held yearly. The most recent was in March, 2020. Usually about 30 – 40	Women's Fellowship

	women of all ages attend.	
Theology or Bible Programs in the Community	Twice a month Bible Study Group was held at Westhills Village from 2010 – 2018. Several in our congregation attend a weekly UCC Pastors Study Group at South Park UCC each Tuesday morning (currently online)	Kathleen Batchelder
Weddings (<i>number last year</i>)	None	
Worship (time slot: 9:30 – 10:30)		One worship service per week
Worship (time slot: _____)		
Young Adult Groups or Classes		
Youth Groups or Classes		Dept. of Education
Other	Crafting Group, Stained Glass Group, Desperados (women's	

	social group), Woodchucks	
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Additional comments:

Many of these programs have been on hiatus during the last year and a half due to Covid and our interim. Discerning which and how to restart is an important topic to address.

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)
Kathleen Batchelder				Yes
Richard & Jeri Behringer				Yes
Mary Keithahn Jane Ireland Ben Anderson Becky Fleming			Disability ministry Visitation ministry	Yes Yes No No
Jill Kundtz			Hospital chaplain	No

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:

The Rev. Henry Bradshaw was emeritus minister but suffered ill health and was not involved in the everyday life of the church prior to his death in July 2021.

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
Open	Yes	Full Time	Board	
Patti Arneson – Admin Assistant		PT - 20 hrs/wk	Pastor	Started April, 2021
Sheila Long – Admin Assistant		PT - 10 hours/wk	Pastor	Started April, 2021
Alan Glover – Choir Director		PT	Pastor	Started August 2018
Audrey Fenner -- Organist		PT	Pastor	Starts Sept. 2021
Michael Bossen -- Bell Choir Director		PT	Pastor	

Michael Meyers-Custodian		PT - varies	Pastor	Started 2020
Becky Fleming - licensed minister, visitation		PT - 8 hours/month	Pastor	2018-present

REFLECTION

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

The church has an active group of retirees, which is a strength. Worshipping together and providing public service to the community is a great value.

There is considerable discussion of the church's need to hire specialized ministry to address needs of the youngest and eldest of our congregation:

- 1) A part time Christian educator for children and youth, and
- 2) A part time chaplain/visitation minister to more consistently and widely meet pastoral care needs than either historically or currently accomplished.

We would like our new settled minister to help us address these two deep needs.

We have identified other potential part time staffing needs in information technology and audio-visual production, but we currently fill those with current staff and/or volunteers.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$251,239
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$9,082
Endowment Draw (<i>beyond what is permitted by spending policy, “drawing down the principal”</i>)	\$
Fundraising Events	\$None presently
Gifts Designated for a Specific Purpose	\$11,565
Grants	\$None
Rentals of Church Building	\$
Rentals of Church Parsonage	\$NA
Support from Related Organizations (<i>e.g. Women’s Group</i>)	\$
Transfers from Special Accounts	\$1,591
Other (specify): Interest	\$3,408
Other (specify): Payroll Protection Plan (Cares Act- Covid related)	\$31,600
TOTAL	\$308,485

1. Current annual expenses (dollars budgeted for most recent fiscal year):
\$300,118 (2021)

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 2021 Budget

2. Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 40%

3. Has the church ever failed to pay its financial obligations to a minister of the church? **No**

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

X Our Church's Wider Mission (OCWM – Basic Support) \$13.814 (2021 Budget)

X One Great Hour of Sharing (Congregational Offering taken – not in Budget)

X Strengthen the Church (Congregational Offering taken – not in Budget)

X Neighbors in Need (Congregational Offering taken – not in Budget)

X Christmas Fund (Congregational Offering taken – not in Budget)

5. In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? (*recommended 10%*)
Dept. of Stewardship & Budget determines while building annual budget.

6. What is the church's current indebtedness?

Total amount of loan debt: **None**

Reason for debt:

Are capital and other payments current?

Remaining monies are to be held for future replacement of the church boiler. We also are obligated to install a sprinkler system. This necessity was a condition of getting a building permit issued for the installation of an elevator to our choir loft. It was originally an item built into the last capital campaign. The sprinkler system was not foreseen at the time of the original capital campaign planning 5 years ago. Approximately \$100,000 is needed to complete the sprinkler system project, of which we have \$15,000 now.

7. If a building program is projected or underway, describe it, including the projected start/end date of the building project and the total project budget.
We have no current plan at this time for a building program. We are committed to the installation of a fire suppression system within the next two years and the Board is responsible to initiate appropriate fundraising.

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

Year(s)	Purpose	Goal	Result	Impact
2005-2006	Church Organ Renovation	\$	\$180,000	Restoration and rebuilding of new console with digital interface creating a 4 division 35 rank organ plus chimes
2015 - 2019	Capital Renovations Phases 1 and 2	\$	\$650,000	Replace roof, new family bathroom, replace boiler, add lift to choir loft, air conditioning, fans in Fellowship Hall and Sanctuary

If a capital campaign is underway or anticipated, describe:

Year	Purpose	Goal	Result	Impact
2022 TBD	Fire Suppression System	\$100,000	\$	Estimate
		\$	\$	

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

The church facility was state-of-the-art when originally constructed 60 years ago, but there was considerable deferred maintenance and updating that was needed to make the facility meet contemporary expectations such as accessible restrooms, access to the choir loft, and air conditioning.

8. Does your church have an endowment? No

9. Other Assets

Reserves (savings): \$ Contingency Fund \$50,000
Legacy Fund \$40,000

Investments (other than endowment): \$

There is an investment trust which is a totally separate corporation from the church finances. It is managed by a board of church members. Income sources include individual gifts, memorials, estates designated to the trust, as well as ongoing investments. It is considered to be a Friend of the Church and over the years has provided considerable funds to capital campaigns and special projects. It specifically is not meant to provide funds for regular administration of the church budget.

Does your church have a parsonage? No

10. Describe all buildings owned by the church: Sanctuary, Fellowship Hall, industrial kitchen, two classroom wings, a multi-purpose “Fireside Room,” a formal parlor, and an office suite all in one connected church building.

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

12. Which spaces are accessible to wheelchairs? (*worship space, pulpit, fellowship space, facilities, etc.*) Worship Space, Fellowship Space, Choir Loft, Classrooms, Meeting Rooms. The chancel has two shallow steps to get to the altar. That is the only part of the church that is not wheelchair accessible.

13. 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?

Our finances reflect our church’s ability and willingness to support specific projects deemed necessary or relevant by the majority of the congregation. The budget process is administered by the Stewardship and Budget Department, finalized by the Church Board and voted on at the annual Congregational Meeting.

Due to COVID-19, our 2021 financials are running behind budgeted numbers due to low church attendance and lagging pledges.

3f. HISTORICAL INFORMATION

1. 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.

- Built New Church in 1957 – new church became a community gathering space for music because of its acoustics.
- Rapid City Flood in June of 1972 – Flash flooding caused 238 deaths and \$160 million (in 1972 dollars, c. 1 billion dollars now) damage through the center of the city. Seven churches created Church Response. Church Response is now an organization that provides food and monies to the local food pantry.
- Calling of the Reverends Ted and Susan Huffman in 1996 – The church became less high-brow and more inclusive of all economic levels.
- Renovations to Organ
- Building the lift to the Choir Loft
- Losing Ted and Susan Huffman upon their retirement in June 2020 -- the transition of losing our long-time senior minister and CE minister proved more difficult (emotionally and logistically) because of COVID-19.
- COVID-19 – Investment in audio and video equipment for virtual services

The most important of these events in the last 10 years was losing Ted and Susan to retirement. They announced their retirement a year beforehand, but we did not foresee how Covid would impact their last four months. Not only did we have to cope with the loss of their leadership but we had to do this in the midst of the pandemic.

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

In 2019-20, we had to quickly adapt to the new normal of a pandemic in conjunction with welcoming our new interim minister. These adaptations included creating an online option for our worship service, providing teaching materials to parents for home-led Sunday School, closing our church due to COVID-19, and then reopening for worship with new health guidelines. Such large changes led to losing members, turnover of office staff, as well as highlighting the needs of current members, like visitation needs and youth involvement.

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

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

Our church does not have well established processes for conflict resolution. Instead, we tend to resolve issues through an informal process. The informal process generally involves a discussion of issues or concerns at department meetings. Thoughts are collected during these meetings and one representative from each department then attends the church board meeting. At the church board meeting representatives share a variety of perspectives and attempt to move issues forward with solutions or goals. Also, at times the Pastoral Relations and Personnel committees have been active in resolving issues. Those committees are described in the By-Laws but tend to function on an ad-hoc basis.

We do need to work out protocols and strategies for understanding, defining, and resolving conflict. This is an area of improvement for us. We believe that we will thrive as a church body once we all feel safe sharing our fears, concerns, and needs. Because we care deeply for one another, we want to learn to deal with issues in an open and constructive manner, and not just sweep them under the rug. It will be challenging for us to learn how to listen and understand before seeking to be understood. But we are aware that if we are truly going to support one another in this ever-changing and complex world, we need to get better at answering hard questions among ourselves and for those who may be seeking a secure and welcoming church home. If we can make improvements in this area, we know that the rewards will be great.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Rev. Henry Bradshaw (Senior pastor)	1982 - 1995	Yes
Rev. Earl Stucke (Sabbatical interim)		No (United Methodist)

Rev. Dr. Ted Huffman (Senior pastor)	1996 - 2020	Yes
Rev. Susan Huffman (Assoc. pastor)	1996 - 2020	Yes
Rev. Kathleen Batchelder (Staff)	2010 – 2017	Yes
Becky Fleming (Licensed minister) (Staff, focus on visitation)	2018-present	Yes
Rev. Dr. Mark Lee (Interim Minister)	2020 - 2022	Yes
Ben Anderson (commissioned minister, “Break Through, Inc.,” disability ministries)	Commissioned 2016 - 2021	Yes

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

We have learned that we relied too heavily on our previous pastors to do a lot of the work that should have been the responsibility of the members of the congregation.

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

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

When COVID struck, our first priority was the safety and welfare of our Congregation. We knew that it may not sit well with all members, but a decision was made to err on the side of safety. Public worship was suspended, though some people came to watch the recording of the livestreamed service. In September 2020 we held outdoor services (still livestreaming). In October 2020 we returned to indoor worship, with the sanctuary spaced into a checkerboard pattern for distancing, as well as required mask use. We also used individual communion kits prepared by the Altar Guild. Upon request of the Conference Minister in November, we again suspended public worship, moving to an edited pre-recorded worship service. This was met with substantial controversy. We offered an informal in-person prayer meeting (without music, while observing masks and distance) on Sunday mornings after the service was broadcast. In January 2021 we returned to in-person worship in the sanctuary, with masks and distance and without singing. Singing resumed at Easter, and we dropped masking and distancing by May 2021 since most adult congregants were vaccinated. As of August 2021 with the rapid rise of the Delta variant, we are again wearing masks and engaging in other adaptations for worship and fellowship.

We have emerged in a calculated manner to embrace the Fellowship aspect of our Congregation by keeping safety protocol protections through May 2021, after which we restarted in-person, maskless Fellowship time following worship.

Costa Rica

An informal relationship was formed with a small community church in Los Guido, Costa Rica when church members George and Mae Louise Zeise moved there in 1988 after George's retirement from the Rapid City YMCA. He worked with ACJ, a Costa Rican equivalent of the YMCA, and Mae Louise volunteered with many local organizations. This connection inspired a mission trip in 2001 and the formation of a more formal sister-church relationship that year. There have been 3 more summer mission trips since then, and a couple has made trips every January to assist Comunidad Cristiana de los Guido's five leaders with Vacation Bible School. The pastor and her daughters traveled to Rapid City and participated in VBS in Rapid City in 2002.

Funding for this project consisted of individual donations from members for many years until a budget item was added. We now are the sole source of funds for the church and currently fund their feeding program at \$600/ mo.

Woodchuck Society

The Woodchuck Society was formed to provide dry, split firewood to partners on the area reservations (Pine Ridge, Cheyenne River, and Standing Rock). The group gets logs from many sources and cuts these to fireplace lengths that are then split using hydraulic splitters. The split wood is stacked and dried during the spring and summer and delivered to the church leaders in late fall and winter. All costs of this work is born by the participants with no impact on the church budget.

Prayer shawls, prayer bears and prayer crosses

Knitters and crocheters in the congregation have provided many comforting shawls and bears to people who need some TLC. Prayers are offered for the recipient as the shawls are being made, and distributed by congregation members or leaders as the need arises. Prayer crosses are small wooden crosses that fit perfectly in a hand.

Quilts of Hope

The quilters are providing quilts for a number of uses within the church. Banners in Fellowship Hall and the sanctuary are changed often, and quilts are provided with every baptism as well as to graduates.

Big Brothers/Big Sisters

Before COVID, the youth of the church participated in the annual Bowl for Kids' Sake event sponsored by Big Brothers/Big Sisters and have many times been the group with the highest donations received.

Habitat for Humanity

First UCC has supported Habitat for Humanity by participating in home builds, either by working with other area churches or on our own.

Love Inc.

Love Inc. is a Christian organization that provides life education classes and also sponsors an event that allows families with school age children to shop for school clothing. Church members can donate money for the Clothe-a-Kid project and also

have the opportunity to shop with the recipients.

Cornerstone meal

The Department of Ministries provides a meal for the residents of Cornerstone Rescue Mission on the fifth Friday of a month. The department's volunteers prepare the casseroles on Thursday that are then baked on Friday and delivered to the Mission that evening. Dessert bars, cookies or cupcakes are provided by members of the congregation.

Semi-annual Rummage Sale

The semi-annual rummage sale is not only a big fundraiser for Women's Fellowship, but also a mission of the church. Prices are extremely low to allow economically challenged families to purchase a lot for very little. Other organizations (The Humane Society of the Black Hills, Cornerstone Thrift Store, Hot Springs VA, Readiatrics, Habitat ReStore) benefit from unsold items.

Church Response

Church Response was founded after the 1972 flood that claimed 238 lives. Our congregation supports Church Response through food donations and purchase of food Coupons.

Readiatrics

This is a program that collects books for children who have little or no access to books in their homes. Children's books that do not sell at the semi-annual rummage sales are picked up by a church member and delivered to the program coordinator.

Special Offerings

Our congregation strongly supports the annual special offerings such as Blanket Sunday, the Christmas Fund, Neighbors in Need, One Great Hour of Sharing, Our Church's Wider Mission, and Strengthen the Church.

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

First Congregational UCC is active in denominational boards, meetings, and activities at the National, Conference, and Association levels. At the national level of our denomination, our pastors have served as voting delegates to General Synod meetings.

Pastors have also served on national boards of the UCC (such as AUCE or the Association of United Church Educators).

At the Conference level, members and pastors for First Congregational UCC have served on the state Board; have served as moderator of the Annual Conference Meeting; have worked with the Conference Minister and Board in returning land deeds to the congregations in the Dakota Association; have hosted the Annual Meeting of the South Dakota Conference (before the formation of the Tri-State Conference); have participated in Sacred Conversation retreats; have served on various boards of the state Women's Fellowship; and have supported and participated in Placerville Camp and Retreat Center as committee members, camp counselors and deans, and as happy campers.

Our congregation is the largest in the Black Hills Association (with approximately a dozen churches spread over a large geographic area). Pastors and congregation members attend association meetings, serve as association officers, and host regular association meetings, as well as social gatherings. A weekly book study group of UCC clergy in our association provides fellowship, discussion, and planning. Currently, our youth group is meeting with two other UCC youth groups in the area. We are exploring the possibility of an association-wide youth group, as we are all experiencing decreasing numbers of youth in our congregations.

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

- ☐ Accessible to All (A2A)
- ☐ Creation Justice
- ☐ Economic Justice
- ☐ Faithful and Welcoming
- ☐ God Is Still Speaking (GISS)
- ☐ Border and Immigrant Justice
- ☐ Inter-cultural/Multi-racial (I'M)
- ☐ Just Peace
- ☐ Global Mission Church
- ☒ Open and Affirming (ONA)

The ONA committee was initially formed in February 2020. A group of interested congregants volunteered for the committee. Due to COVID-19 restrictions, meetings were not held until Fall 2020 and then mainly virtually.

The goal of the committee was to assist our congregation to become an open and affirming church within our conference. We want to see full inclusion, celebration and advocacy with lesbian, gay, bisexual, transgender, queer, intersex and asexual people and their families.

This process was completed with a formal vote by the congregation and a 90% approval of the Open and Affirming commitment.

The church had a booth at the 2021 Pride Picnic, and both members and community were pleased at the conversations that occurred.

☐ WISE Congregation for Mental Health

☐ Other UCC designations:

☐ Designations from other denominations

☐ None

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

We have not been aware of most of these designations, but I'M and WISE in particular are designations that we could imagine engaging in the future.

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

- In 2020 and 2021, in light of the attacks on US Jewish Synagogues, members of the congregation supported our Jewish neighbors by attending

services and standing at entrances of their worship space so they may worship in peace.

- Discussion with members of The Well (a non-denominational spiritual fellowship that met at the church) about the rise of anti-Semitism in 2019 and 2020.
- Multi-denominational Sunrise Easter service downtown.

6. 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.

The mission statement is new, so it is as much aspiration as description. COVID-19 has scrambled our sense of how much time we devote to particular activities, so figuring this out will be a growing edge of our life together over the next few years.

7. 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?

We appreciate the interaction of the church in the community and promote participation. Our first expectation is that the minister's primary focus will be within the congregation. In order to have balance, it is expected that the minister will follow the direction and approval from the Board for these community activities.

4b. MISSION InSite

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

We have not analyzed the inSite survey in great detail, thus our answers illustrate broad strokes. In the late 1950s, we were established in an up-and-coming area; but now the neighborhood is a mix of economic levels. We are the only church in our immediate neighborhood of West Boulevard; we are also considered a downtown church though we are a few blocks from downtown. This connection to downtown provides an opportunity to bring members, although there are many downtown churches with buildings in the downtown city center.

The majority of the immediate connected neighborhood is traditionally older, with sprinklings of higher income families with children. The nearby neighborhoods of the church illustrate the differences in income, with large homes blocks away from small, single family homes. We have the opportunity to welcome these neighbors.

Many of our members followed the expansion of the city into newer upscale neighborhoods in “West Rapid” and a majority of the congregation now lives there. Some of our members also live in the more modest neighborhoods east of downtown known as “Rapid Valley.” Many are also in Westhills Village retirement complex. The distances are not great--a person can commute to the church from either direction in fifteen minutes or so. A number of our members also live in the rural areas of the foothills.

- 2.** 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 congregation is fairly homogeneous, with a majority of white/caucasian members and college educated retirees. Rapid City is around 80% white/caucasian but 11% of the city population is Native American; the church is almost completely white. The median age of the city is 38 and our congregation is much older, with the average age of 70. Our congregation is more educated with higher incomes than the average Rapid Citian.

In our geographic area, people are willing to travel to attend church. A great opportunity to grow our church could be Ellsworth Airforce Base, with the incoming B-21 wing and the economic boom it will bring to the area. The base is in the community of Box Elder, northeast of the main part of the city. Also, with an influx of out-of-state populations, particularly retirees seeking a more rural lifestyle, we have the opportunity to invite them into the church. As of yet, we do not know how to approach and retain such populations into our membership.

In general, the more affluent people in the community are dying, and not being replaced.

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

We are not quite certain. There is not a lack of opportunity to attend church in our community. We are “competing” with flashier churches who provide flashier services. Our members--and our guests--value a quieter, more traditional service. The families with

young children do not want flashy, but do wish other elements (such as youth involvement through readings, music or drama) to enter our traditional worship service.

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

Our search committee learned that our church is not a topic usually brought up in conversation in the wider community. But many in Rapid City know our church because of its building and special events such as the rummage sale and concerts. The excellent acoustics of the sanctuary make our building a known venue for music concerts and recitals. We are hoping this use of our building will revive following COVID.

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

More people become involved when they are asked to serve on a committee or a project face-to-face.

5. REFERENCES

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

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

REFERENCE 1

Reverend Herrboldt passed away unexpectedly in late March 2022. He was a good friend to many at First Congregational Church and will be sorely missed.

Reverend Bruce Herrboldt/Pastor at South Park United Church of Christ/2201 3rd Street, Rapid City, South Dakota 57701

To Whom It May Concern,

I am privileged to write a reference on behalf of 1st Congregational UCC of Rapid City. I have served the sister church of South Park UCC as pastor since April of 1986 and have always considered the congregation and its pastors to be at the center of what is best about Rapid City, its history, development, and vision for the future. First Church has long been known for how it supports the arts, hosting countless community concerts, visiting artists, as well as authors. Its commitment to supporting music learners is

evidenced in scholarships it offers as well as continuing education scholarships the church gives.

Cultural offerings do not eclipse the ongoing groups at First Church, doing Kerygma Bible studies that have continued over the years. Book studies, both on Books of the Bible as well as books by current authors in the Christian world. 'Talk Back' sessions following worship have been enjoyed over the years as well, reflecting the sincere searching for a reasonable faith and witness. And I could not help but applaud the hands-on work of volunteers of the congregation who through their 'Wood Chucks' ministry that provides needed wood for heating on the Native American reservations in South Dakota. A lot! Is the answer to: How much?

I have observed over the years as the stalwarts of the community who also have been the center of the congregation have aged and passed on, and the strong commitment to their maintaining 'First Church Traditions' and place in the community, does pose a challenge as to what new directions in mission might be considered. As a perpetual hurdle for any worshipping community, First Church as a Congregational church first and a United Church of Christ after, may reflect this hesitancy to step into the current stream of United Churches offering support and encouragement to widening the vision.

I am however, encouraged that choosing an openly gay clergy who serves as current interim. It could be the kind of mold breaking that can help. Also the congregation's decision to undertake the year-long Open and Affirming study in the hopes of a strong 'Yea' to become a UCC congregation publicly known as a safe place for LGBTQ+ persons is very likely as I see it. How wonderful it would be to see persons enter fully into the church life where the welcome could expand so generously, joining its community and being respected as created by God, equal in every way! That is my desire for the witness all churches!

Again, thank you for the opportunity to share what I hope are helpful thoughts as you complete your congregation's profile.

REFERENCE 2

6-25-21

Tami Christofferson

Owner/Teacher of Cinnamon Hill Preschool

Located in The First Congregational Church

605-343-2978 cell 605-381-0627
 cinnamonhillpreschool@gmail.com

To whom it may concern,

Our school has been located in the First Congregational church for over forty years. During these years we have had a wonderful relationship with the pastors, and members of the church. The board has always accommodated any issues we may have had and have always been extremely accessible.

We feel extremely blessed to have this partnership with such a civically minded congregation.

COVID was a difficult time for many congregations, but we were very impressed and applaud the way the church and board handled the policies and services during this time. I can recommend to anyone, without hesitation that accepting a position at this church would be a rewarding and satisfying decision.

REFERENCE 3

Louie Blue Coat/ Dakota Association UCC/ Council for American Indian Ministries/
 South Dakota Conference of the United Church of Christ/ 605-222-0748/
lou504@yahoo.com

Greetings. Dakota Association and the First Congregational Church in Rapid City has enjoyed a long and prosperous relationship! Their outreach program that we're very familiar with in their Woodchuck group that has brought our people and churches wood for the many years now. We have made many lifelong friends in the membership at First Congregational. The membership has always been welcoming and affirming and very engaging and believe in truly positive race relationships and they continue this and improve on it! I have been in the office of Dakota Association for nearly 20 years and knew their pastor. I would highly recommend this church for any pastor as a shining example of what it means to be truly United Church of Christ!

REFERENCE 4

Dorotea Yucra/Pastor/ Christian Community Church, Los Guido, Costa Rica/
doroteayucra@gmail.com

6 de junio de 2021 Hola, amados amigos. Es un placer dar nuestra referencia de conocer a la Iglesia Rapid City de Sur Dakota. La Iglesia de Rapid City con la iglesia Comunidad Cristiana, Los Guido 5, Costa Rica, mantenemos la conexión de fraternidad desde el año dos mil. Tuvimos la experiencia de recibir la visita de grupos de amigos de la Iglesia de Rapid City entre 2002-2005. Gracias a la visita de los grupos de amigos que colaboraron

con trabajo directo y servicio en la construcción de nuestra iglesia: con reparación, pintura, soldadura, y mucho más. De la misma forma, gracias a esta iglesia que recibimos la ayuda para el programa del comedor de niños, becas para estudiantes y programa con mujeres. Otro punto importante, es la ayuda para el programa de Escuela Bíblica de Vacaciones (EBV) gracias al apoyo y acompañamiento de la Iglesia de Rapid City a través de los amigos Sybil y Chuck Rounds. Participan en las actividades del programa de la EBV y dan su amplio servicio y conocimiento enseñando arte a niños y jóvenes de nuestra iglesia. Reconocemos el duro trabajo que realizan los miembros de la iglesia de Rapid City, los niños, jóvenes y hasta las personas mayores para apoyar el ministerio con nuestra iglesia. Tuvimos la oportunidad de viajar el año 2002, con mi familia, con el objetivo de tener una relación más cercana con los miembros de la iglesia amiga, Rapid City. Dios bendiga a toda la familia amiga.

Translation provided by Sybil Rounds:

It is a pleasure to give our reference to the Rapid City Church of South Dakota. The Church of Rapid City with the Christian Community Church, Los Guido 5, Costa Rica, maintain a fraternal connection since the year 2000. We had the experience of being visited by groups of friends from Rapid City Church between 2002-2005. Thanks to the visit of the groups of friends who collaborated with direct work and service in the construction of our church: with repair, painting, welding and much more. In the same way, thanks to this church we received help for the children's dining program, scholarships for students and program with women. Another important point is the assistance for the Vacation Bible School (VBS) program thanks to the support and accompaniment of the Church of Rapid City through friends Sybil and Chuck Rounds. They participate in the activities of the VBS program and give their extensive service and knowledge of teaching art to children and youth in our church. We recognize the hard work that Rapid City church members, children, youth, and even seniors do to support ministry with our church. We had the opportunity to travel in 2002, with my family, with the goal of having a closer relationship with the members of the friendly church, Rapid City. God bless the whole friendly family.

PROMPTS FOR REFERENCES

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

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

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

Anything else you wish to share.

6. CLOSING THOUGHTS

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

6a. CLOSING PRAYER

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

“You Are Welcome Here” is a gathering song which our congregation sings frequently with aspiration and hope. The lively tune helps to start our worship with energy and upbeat feelings, and it frequently stays on our tongues and in our minds as we leave the sanctuary to serve. As we search for a new pastor, we hope candidates will find us to be a welcoming, joyful, and faithful body of Christ.

Chorus: You are welcome here, no matter who you are,

No matter where you are on life’s journey.

You are welcome here no matter who you are,

Come and join with us, we’re united in the church of Christ.

Verse 1: Come now all people, join in the song, come be a part of the family of God.

We are God’s people and you belong, share in the joy of Christ.

Verse 2: We pray for justice; we pray for peace; we hear the word of the Savior of all.

We find God’s mercy; we find release, sharing the joy of Christ.

Verse 3: Lifting each other; doing what’s right; standing together, whatever may come;

Praising our Savior, shining our light, sharing the joy of Christ.

([Sing! Prayer and Praise](#), p. 26. Words and Music: Gerard DeMan, Copyright ©2007. All rights reserved. Used by permission.)

6b. STATEMENT OF CONSENT

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

As the committee charged with the responsibility for identifying and recommending suitable a 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.*)

Different sections were written by various Search Committee members. There was input from the Interim Minister, the document was reviewed and a few edits suggested by the Church Board, and the Profile was circulated for comments/suggestions from the congregation at large. The final product is the responsibility of the Search Committee.

2. Additional comments for interpreting the profile:

[Attachments:](#)

[11 Year Statistical Report](#)

[2020 Annual Report, includes Budget for 2021](#)

[MissionInsite Report](#)

Signed:



Eileen Rossow, Chair, Pastoral Search Committee, September 29, 2021

Name / Title / Date:

6c. VALIDATION BY CONFERENCE/ASSOCIATION

The congregation is currently in good standing with the association / conference named.
Staff Comment: Yes

To the best of my knowledge, ministerial history information is complete.
Staff Comment: Yes

To the best of my knowledge, available church financial information is presented thoroughly.
Staff Comment: Yes

My signature below attests to the above three items.

Signature: *Sarah Rentzle-Jones*

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

“Jesus answered them, ‘Have faith in God!’” – Mark 11:22

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



Church#: 721050

Assoc: 720

Schedule: 0

First Congregational UCC

Rapid City

SD

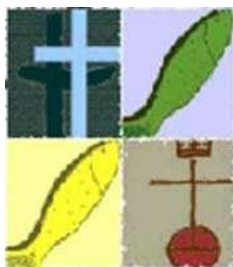
57701

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2009	591	144	71	11	1	7	14	0	5
2010	586	146	114	0	0	7	12	0	-5
2011	586	146	114	0	0	0	0	0	0
2012	586	146	114	0	0	0	0	0	0
2013	596	156	115	0	14	0	4	0	10
2014	581	153	111	0	0	2	17	0	-15
2015	584	154	109	0	0	0	9	0	-9
2016	582	141	106	0	0	10	12	0	-2
2017	578	138	134	0	0	4	8	0	-4
2018	570	124	123	0	0	1	9	0	-8
2019	328	121	85	0	0	3	9	0	-6

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2009	\$267,743	\$0	\$17,154	\$11,054	\$28,208	\$2,468	\$30,676	6.41	\$298,419	\$242,157
2010	\$267,667	\$0	\$20,272	\$33,448	\$53,720	\$2,468	\$56,188	7.57	\$323,855	\$245,613
2011	\$267,667	\$0	\$17,154	\$26,878	\$44,032	\$0	\$44,032	6.41	\$311,699	\$0
2012	\$267,667	\$0	\$20,272	\$13,593	\$33,865	\$0	\$33,865	7.57	\$301,532	\$0
2013	\$281,416	\$0	\$20,525	\$30,807	\$51,332	\$12,126	\$63,458	7.29	\$344,874	\$281,052
2014	\$281,414	\$0	\$20,525	\$26,442	\$46,967	\$6,183	\$53,150	7.29	\$334,564	\$291,871
2015	\$277,964	\$234,905	\$21,141	\$25,236	\$46,377	\$22,802	\$69,179	7.61	\$582,048	\$291,834
2016	\$269,713	\$19,333	\$19,708	\$20,151	\$39,859	\$22,113	\$61,972	7.31	\$351,018	\$294,620
2017	\$281,392	\$18,090	\$21,867	\$18,389	\$40,256	\$27,665	\$67,921	7.77	\$349,313	\$288,913
2018	\$263,422	\$68,149	\$21,900	\$15,269	\$37,169	\$22,521	\$59,690	8.31	\$323,112	\$271,728
2019	\$276,449	\$180,533	\$20,896	\$14,178	\$35,074	\$19,228	\$54,302	7.56	\$330,751	\$271,541

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2014-2019	-43.55	-20.92	-23.42	50.00	-47.06	-1.76	-25.32	-1.14
2009-2019	-44.50	-15.97	19.72	-84.21	-35.71	3.25	24.34	10.83

Please note: Zero values ("0" or "\$0") may reflect missing information in some years. Christian Education/Faith Formation refers to Church School Enrollment for all figures before 2007.



142nd Annual Meeting

1:00pm January 31, 2021 on Zoom

First Congregational United Church of Christ

1200 Clark Street, Rapid City, South Dakota 57701

uccoffice@rushmore.com {605} 342-5787 rcfirstucc.com

Contents:

Agenda	2
Guidelines for Zoom Meeting.....	3
Interim Minister, Mark Lee	4
Moderator's Report, Rob Burton.....	5
Christian Nurture Report, Becky Fleming.....	5
Minister of Disabilities Education and Advocacy, Ben Anderson	6
Department Reports	7-9
Charitable Trust Report	10
Women's Fellowship Reports	11-12
Altar Guild Report	13
Statistical Report.....	13
Department and Board Nominations	14
Pastoral Search Committee Nominations	14
Treasurer's Report	15
Summary of Proposed Budget for 2021	22
Proposed Budget for 2021.....	23

First Congregational United Church of Christ

142nd Annual Meeting Agenda

Adopting Online Meeting Procedures/Technical Check

Call to Order

Invocation

Receive Annual Reports

Report of First Congregational Trust

Discussion and Action on the Proposed Budget

Election of Officers and Department Members

Election of Search Committee Members

{If making a nomination from the floor, candidate must either be present
or have submitted consent to be nominated.)

Other Business

Installation

Closing Prayer

Adjourn

First Congregational UCC of Rapid City
Guidelines for Zoom 142nd Annual Meeting January 31, 2021

Logging in:

1. The meeting starts at **1:00pm**. Please log in at about **12:30pm**, so we can help with any issues you have getting logged in. If you have a problem logging in or need other tech assistance, call Ryan Webster at 605-431-0947.
2. The log in code and phone numbers will be sent in the Friday Weekly Update email on **January 29, 2021**.
3. If you do not have computer access, you can log in using the listed phone number on a regular touch-tone phone. When cued, use your touch pad to enter the Meeting ID: **990 3697 6749** and then when cued, the Passcode: **801725**.
4. The meeting is being recorded to the Cloud using the Zoom recording function to assist the Clerk with minutes and as a record if questions arise.

Zoom meeting protocols:

SETTINGS

1. Please open both the "Participants" and "Chat" sidebars. Controls for those are at the bottom of a computer screen window or tap an iPad or phone screen to show them.
2. As soon as you enter the room, please ensure that your real name is shown for your screen name rather than a default like "Grandma's iPad". You can "Rename" yourself by clicking on the three dots in the upper right of your picture and then on "Rename" in the drop-down menu, or by hovering over your name in the Participants Panel and using the drop-down under "More." If there is more than one of you using the same device, include both names (ie. "John and Jane Jones" or "Sam Smith and Jeff Jones"). This helps us have accurate attendance records.
3. You can adjust the view of the room using the View toggle in the upper right of your screen of pictures. Since only one person at a time will be speaking, you may prefer Speaker View rather than Gallery View (which will show thumbnails of everyone).
4. The Chat screen is partially disabled to prevent cross-talk or zoom bombing. You may post to the Host or Co-hosts. They may post to Everyone.

DISCUSSION

1. Please remain on Mute until you are called upon to speak by the Host or one of the Co-hosts. This is very important to screen out background noise and enable speakers to take turns.
2. If you would like to speak, go to the "Reactions" button along the bottom of your screen, then click on "Raise Hand." (On some systems "Raise Hand" is in the Participants Panel.) The Host or a Co-host will call upon you and un-mute you to speak. If multiple hands are raised, they will be taken in first-come first-served order. (On a tablet or phone, "Raise Hand" is in a pop-up menu from "More" along the bottom row of commands.)
3. Speakers are allotted 2 minutes per comment during question or discussion times. The meeting will have a timer who will warn you when you have 20 seconds left. At the end of the 2 minutes, you will be muted.
4. If there are topics where there is significant discussion and many people would like to speak, we will use "Breakout Rooms." You will be automatically moved into a Breakout Room, where you can discuss for a pre-allotted amount of time. At the end of that time, the rooms will close and you will be returned to the main meeting. A representative from each room will have a brief time to summarize and report their discussion to the whole meeting.

VOTING

1. For procedural motions that would normally be done via a voice vote, votes will be done with the "Reactions" button. When the Moderator calls for "All in favor," use the "Raise Hand" Function. Leave your hand raised; the Host or Co-host will automatically lower all hands when the Moderator has observed the vote. Then when the Moderator calls for "All opposed," you may "Raise Hand." The Host or Co-host will automatically lower all hands, and the Moderator will announce the results of the vote.
2. For votes that need a count, votes will be done with the "Polls" function. The motion will be posted in a pop up window, please vote by checking the appropriate box. After a minute or so, the Host will close the poll and the results will be announced.
3. Some of the polls will be prepared ahead of time (for example, the motion to adopt the budget as presented or as revised). Others can be created on the spot; be patient with the Co-Host who is writing the poll at that time.

Interim Minister

Rev. Dr. Mark Lee

Who would have imagined what this year would be like? Some things were scheduled, such as the retirement of Pastors Ted and Susan Huffman, or the every-four-year drama of a Presidential election. Others were outside the realm of imagination – the Covid epidemic, a renewed national engagement with America's issues around race, and the struggles around the normally peaceful transfer of power from one president to another. To say that "we live in interesting times" is an ironic understatement.

Yet through it all, God remains faithful to God's people at First Congregational Church. Worship, education, fellowship, service all continued in various ways. Prayers are lifted and responded to, firewood split and delivered, food brought for the poor. Virtual hugs have replaced physical ones, but the people of God keep on caring for each other. New initiatives such as an Open and Affirming (ONA) process, renewed youth group, and online church are here. Once exotic tech for the young, Zoom and Facebook Live have become as common – and revolutionary – aspects of life as the telephone.

I have been privileged to join you in this incredible moment in your history. You graciously welcomed me into your community in July. You have been patient as I have relearned and remembered how to create worship and sermons after years focused on adult education, how to be a solo minister after years on a large staff. Together we have learned how to worship, learn, love and work online. The church has made a significant investment in new video equipment for the sanctuary which has greatly improved the quality of the online service. Online church will be a new and different home for God's people, and while we have perhaps been dragged into it, we will be better off for having embraced it.

Of course, there have been struggles. God's good people sometimes have very different ways of reading the signs of the times. Data and arguments that are perfectly clear to some people are unconvincing to others. We have lived this most painfully in the discussions about what level of worship suspension, changes, or regathering will both keep people safe in the midst of an escalating pandemic and enable people to feel the incarnational presence of one another. So, at various times the worship has been closed with a few people coming anyway, moved outdoors, open with safety restrictions, only online (with an in-person prayer meeting offered for those who wanted it), and now back to open with safety restrictions. I argued strenuously for tight closure, but the Board voted for regathering – so now it is incumbent upon us all to make that work as safely as possible, and not lose sight of the ¾ of the congregation who are choosing to worship via the Facebook Live stream. "The eye cannot say to the hand, 'I don't need you!' – there should be no division in the body, but that its parts have equal concern for each other" (1 Cor. 12:21ff). So far, we have been spared many illnesses or much death; pray that mercy continues for us. And hold at heart those who have suffered or died.

With the vaccine now being distributed in the community, the end of the pandemic is in sight. In another six months, it is likely we will be moving back towards an as-yet-to-be-revealed "new normal." We are two-thirds of the way through! As the church begins to come out of mothballs, there will be opportunities to reconnect, remember, reflect and redo. It will be an opportunity to open the treasure chests of past activities and consider what to again do and what to give a loving kiss good-bye. God has given the church a fast, an enforced break, and an opportunity to choose a new menu from a clean slate. These next months will be crucial as the Search Committee puts together the Church Profile and begins the search process for a new settled minister (which, I remind you, can't be me).

I look forward to the unknowns of the coming year with you. May it be easier than the year past, but may we not forget the lessons learned. God will continue to be faithful to us, let us follow in full faith.

Moderator

Todd Eddy

What a year it was! Who would have ever thought 2020 would have turned out like it did? Even with the multitude of challenges we must all count our blessings and be thankful for all of the good things that the Lord has done for us. Please recognize and appreciate the truly important things that really matter.

Even though we continue to have services, I find it a little challenging to feel like a church family without seeing all of the smiling faces each Sunday. I believe we are all experiencing that void but we must keep moving forward with the hope for better times ahead.

Thank you to each and every one that reads this. I know things are not easy, convenient or normal. It is my wish that we all can put this COVID experience behind us and someday soon, meet in our sanctuary, share a hug and cup of coffee and get on with the work of our church.

There are so many people to recognize and thank! Everyone from staff, committee volunteers, board members, music planners, worship planners, cleaners, Woodchucks, and the list goes on and on. Please understand that each one of you is greatly appreciated, more than ever.

As we prepare for the annual meeting, it is with great pride that I can look forward to a completed slate of committee volunteers. It wasn't without its challenges but volunteers stepped up to offer their talents and time. Our church cannot function without these people. Please thank these folks that have agreed to fulfill the need.

As we look ahead, a great deal of work will be there for all of us. Your patience, support and faith in First UCC-Rapid City are desperately needed. Please participate in any way you can. Keep all church members and friends in your prayers. Exercise your skills of compassion, charity and concern. Offer assistance and constructive thoughts to your leaders. Be what Jesus taught us to try to be.

Blessings for a better future!

Licensed minister/Christian Nurture

Becky Fleming

This role continues to be a challenge for me. In this past year, my full-time job remained challenging, which made making appointments for visits extremely difficult. However, as the main focus requested of me has been to visit those who are shut in at facilities, I was able to maintain fairly regular visits with those in assisted livings and nursing homes until COVID. I have had communion with a variety of people in different settings over this past year. I have mailed more cards and made more phone calls than ever trying to remain connected and supportive without putting anyone at risk for illness.

I also sit on the Committee on Ministry for South Dakota. This is helping me grow in providing pastoral care for those who are struggling. This group continues to attempt to meet the needs of congregations throughout our state, even through this COVID adventure.

I was able to assist with several celebrations of life this past year. It is such a gift to be able to help others remember someone with love through their grief. I continue to enjoy leading worship and did so occasionally in this past year, including a small group gathering for a Time of Hope several Sundays at the end of the year.

The biggest area of challenge for me remains simply not knowing when someone needs a call. There are those in our midst who do not want calls at the hospital and those in our midst who need those calls. I am hoping that as a congregation we can continue to improve in this area.

I appreciate your love and support as I continue to grow in Christ.

Minister of Disabilities Education and Advocacy

Ben D. Anderson, Commissioned Minister

As we look at this past year ending 2020, I want to reflect on some of the activities that I have been involved with and some of the conversations I have been a part of. In March of 2020, I spoke to about 80 medical professionals who were responsible for the Intensive Care Units at Mayo Clinic and Hospitals. I did not only speak as a professional in the field of disabilities and care, but I also spoke as a critical care patient that was in an ICU room as I found myself with a blood clot in my heart/lungs. During that presentation, I talked about the "Get to Know Me" board which is board on the wall in the ICU to give information about the patient outside of their medical situation/s. Shortly after that Mayo presentation, Covid-19 happened and that ended my travel to communities where I would have normally been invited to speak on the subject of disabilities.

At present, I find myself meeting with people on Zoom and we talk about persons with disabilities within communities in South Dakota. I have been involved as a member of the disability advisory committee for the Center on Disabilities in Sioux Falls, SD. I was involved with Zoom with the Tri-Conference on the ongoing work on disabilities and other topics of inclusion.

During this time of transition, I want to take this time to thank the Rev. Huffmans for their services that they provided for our church for the past years. I also want to welcome Rev. Mark Lee to help us through this transition time, as I have heard from members that he has been a very helpful person to lead us in this process.

I look forward to represent First Congregational UCC on the South Dakota UCC conference board of directors as I was elected at the tri-conference this past October.

Department of Buildings and Grounds

Scott Schuft, chairperson

The Department of Buildings and Grounds is responsible for the upkeep, maintenance and repairs of the church building and grounds.

Special thanks to Chuck Rounds, Kelton Bendixen, and Jim and Kathy Dannenbring for their willingness to care for the lawn this summer. Thank you, Mike Meyers for your continued assistance with projects around the church. Thank you, Thom Palm for taking over the preventive maintenance of the HVAC system. Thank you, Dave Ledford and Harold Miller for helping the Dept. of Building and Grounds to get back on track after the department lost members.

During the summer of 2020, we had an opportunity to hire Kelton Bendixen to do detailed cleaning of the church. This opportunity came about when treasurer Denise Webster applied for, and received a payroll protection loan/grant. The PPP loan/grant is one of the stimulus aids offered to small businesses, including churches due to the Covid - 19 pandemic. Kelton completed many tasks that improved the church's appearance inside and out. I think he discovered dust from 1959.

The committee is looking at two projects going into 2021.

One project is to develop a way to secure the outside air conditioning unit from vandalism. Randy Fisher has contacted a contractor and received an estimate. This project needs further study before a final proposal is submitted to the Church Board.

The second project is to upgrade the outside light and fixture that lights the cross. The current light and fixture is outdated. A new fixture would include an LED spotlight. This would be more efficient and result in a savings to the church's electrical bill. Also included in the project is to replace the Lexan Light cover, as the current cover is no longer transparent due to age. This project has been submitted to the Church Board for consideration.

This year has been a difficult year for the Department of Building and Grounds. The Covid situation brought new challenges in how to maintain safety for the congregation and the preschool. The members have worked together to meet the challenge. The Department thanks everyone who stepped in to assist us.

Department of Christian Education

Kathleen Batchelder, chairperson

In the first two and a half months of 2020, the Christian Education programs proceeded normally, with Sunday School for children, Confirmation Class for youth, special presentations for adults, and a women's retreat. However, with the challenges of the COVID-19 pandemic, programs had to change. Rev. Susan Huffman and the CE Department mailed study and craft materials to the children. In May and June, Susan prepared the CE Department for her retirement by presenting final reports, schedules, and information about the locations of materials in classrooms and around the church.

In June, we began the process of "home delivery" of curriculum with Vacation Bible School. Our theme was "Love God; Love One Another," and we delivered study materials, crafts, recipes, games, family worship suggestions, and Spark Story Bibles to children preschool through elementary grades.

Our CE Department also began the process of discerning our congregation's Christian Education programs and staffing needs. First, we established our vision as "**Growing faith in Jesus Christ through learning about God and God's will for us.**" We determined that youth leadership is our first staffing need. Kylie Steever was hired to begin working in November as our Youth Advisor. She has met with middle school and high school youth weekly on Zoom, and she plans fellowship, service, and craft activities as in-person meetings become possible. We continue to clarify other Christian Education staff and program changes.

The CE Department also plans a major change in our schedule. Sunday mornings will be for Family Worship at 9:30am (with all ages attending and participating) and Fellowship Hour for everyone at 10:30am. Adult Fellowship Hour will remain the same, and children and youth will have special activities in P.A.M. (Playful Art and Music) which may produce banners, songs, dramatic scenes, choral readings of Scriptures, etc. that will become part of Family Worship.

Department of Christian Education, cont.

Wednesday evenings will feature a family meal and devotions, followed by choir and Christian Education opportunities for all ages. These Sunday morning and Wednesday evening plans will begin when in-person gatherings are wise. Until then, we will continue to provide online and Zoom Christian Education programs.

In September, we delivered church school materials and crafts to preschool through elementary grade children with the theme "God in Nature." In these study packets, we included materials for a Nature Journal, devotions that link the theme and Bible stories, family devotion suggestions, and a copy of Devotions for Kids which accompanies their Spark Story Bible.

In November, we delivered Thanksgiving and Advent craft materials and devotion suggestions to families of preschool through elementary school children. Advent calendar materials, devotions, and prayers were distributed in early December. Kylie Steever led a youth Advent study and activities through Zoom. Pastor Mark Lee led an adult study, "The Light of the World" by Amy-Jill Levine, also on Zoom.

The Lectionary Reading and Prayer group stays in weekly contact by email and uses The Upper Room Disciplines 2020: A Book of Daily Devotions as one lectionary-based resource. The Library Committee and reading awards program are working and will resume presentations in 2021.

While 2020 has posed enormous challenges, our Christian Education Department has worked diligently to provide opportunities to lead us toward our vision. Thank you to department members, church staff, and participants in our programs.

Department of Hospitality

Carol Boyles, chairperson

The Department of Hospitality of 2020 was composed of Kelsey Brinkman, Carol Boyles, Monty Bollock, Pandi Bollock, Patti Arneson, Deb Tompkins, and Kathy Dannebring, assisted by Jim Dannebring. We started the year with sweets served after the annual meeting in January. Early in February, we hosted a soup potluck. The Sunday after Valentine's day we provided sweet treats to the after church gathering. March found us doing a St. Patrick's Day Potluck with us providing corned beef and cabbage, beef stew, shepherd's pie, and cabbage rolls. We also brought in Irish music to enliven the day.

After those gatherings, the church closed because of COVID-19.

In September, we served ice cream for two of the outdoor services.

Until things are safe again to gather, we will try to reach out with cards and encouragement for our wonderful church friends.

Department of Ministries

Mark Ortega, chairperson

We kicked off 2020 with great aspirations and goals. Were hit with challenges as we all were. But we were able to provide some needed outreach to our Community here locally and beyond.

One key element due to the pandemic was exposing the members of our community who were already in a marginal condition. Thanks to our Congregation, a good number of food deliveries were made to the Church Response Pantry. They greatly appreciated our deliveries, as some were just in time to provide for those in need.

We also provided Mission Meals to the Cornerstone Mission. The first had excellent participation by our Youth Group on January 31st. We had three others throughout the year and one more is scheduled for January 29, 2021.

Also, special offerings for our greater global outreach were gathered.

Much thanks to all our Parishioners who contributed their time and resources for our Department.

Department members include Jeri Behringer, Mark Ortega, Reva Ortega, Pat Sutliff and Jodie Thuringer.

Department of Stewardship and Budget

Gerry Boehrs, chairperson

The budget for 2020 was challenging as we budgeted to draw funds from contingency reserves to cover expenses that were budgeted to exceed income. The Covid-19 pandemic upended all our plans, including a drastic reduction in non-pledged income, but we managed an even larger reduction in planned expenses. With excellent expense control and faithful members meeting their pledged giving, we were able to avoid utilizing any contingency reserves and actually bettered the approved budget. The balance sheet was further bolstered by a federal PPP Covid-19 loan obtained and managed through the excellent work of Treasurer Denise Webster; the loan has been officially forgiven and became a grant of \$31,600.

Department members also completed a review of our insurance coverage, resulting in a larger deductible and addition of earthquake insurance. Also, Treasurer Denise completed a thorough review of the Memorial Fund, which had become disorganized and cluttered over time. She also created a formal accounting to better identify, organize and control future memorials.

Department members include Chair Gerry Boehrs, Vice Chair Harold Miller, Secretary Eileen Rossow, Kyle Grauman, Dave Ledford, Kenny Putnam, and Dona Leavens.

Department of Worship

Susan Kelts, chairperson

The Department of Worship has had a busy year due to Covid-19 virus and subsequent closings and re-openings of our church services. That being said, the Department has been flexible and willing to make adaptations for the safety of our congregation.

The department members for 2020 were: Bruce Nearhood, Steve Bareis, Justin Speck, Susan Kelts, Barb Knight and Colleen Schuft.

Here are the highlights and activities of our work this year:

Along with the rest of the congregation, we bid farewell to Revs. Ted and Susan Huffman as they embarked on their retirement journey.

We welcomed Rev. Mark Lee as our interim pastor who, for the next 2 years will assist us in the search for our new pastor and will guide our worship services.

Due to the Covid-19 virus, we implemented different ways of worshipping safely as our church was closed to in person services. Live streamed and virtual services were provided with the help of Jeff VanCuren, Ryan Webster and Chuck Rounds.

When the church was re-opened, we helped plan for the implementation of procedures to keep us safe, including mandatory masking, distanced seating in the sanctuary, temperature checks upon entering the church and increased cleaning procedures (just to name a few).

We were able to have some safe, outdoor services during the summer which were very well liked by the attendees.

Although our main Christmas Eve service was done virtually, we were also able to have an outdoor, fireside service.

We owe a debt of gratitude to those of our congregation who helped keep our church services going in spite of the limitations of this pandemic:

Jeff VanCuren, Ryan Webster and Chuck Rounds for livestreaming our worship services and taping our virtual services.

The Department of Buildings and Grounds for the extra cleaning precautions.

Those who volunteered to be Readers for virtual, livestream and in person services.

Mike Ross, Alan Glover, Bonnie Edwards, Mike Lemay, Enya Wallace, Justin Speck and others for providing the wonderful music for our services.

Laura Switzer, Pam VanCuren and Julie Burton for doing the important work of keeping our church office open and functioning.

Last, but not least, Reverend Mark Lee for being tolerant, flexible and patient in his role as our interim pastor.

We look forward to 2021 with hope that we can, once again, be safely together in worship.

First Congregational Church Charitable Trust

The First Congregational Charitable Trust, Inc. is an independent corporation dedicated to the management of invested funds on behalf of the congregation. Its mission is to solicit and manage financial gifts provided for use in charitable and educational projects beyond the regular operation budget of the church. The funds of the Trust are invested with the United Church Foundation and Charles Schwab.

One donation of \$500 was received by the trust.

The Zona White Music Fund provides money to purchase music not in the church budget, unusual instrument maintenance and capital improvements that benefit the music program. The Music Committee determines when expenditures will be made from the fund. In 2020, \$2,500.00 was paid to restore the bells, and \$3,500 was paid to Hendrickson Organ Company as a down payment on the installation of the trumpet rank for the organ. A final payment of \$6,500 will be made when the installation is complete. A \$505 memorial gift from the Jane Anderson memorial was received.

College students who are members of First Congregational Church are eligible for scholarships of \$500 per semester. Two \$500 scholarships were given in 2020.

The Power of One Estate Plan encourages members of the congregation to remember the Trust with a gift of 1% of their estates. Donations are welcome now or later as appropriate. To those who have provided for a gift, we extend our gratitude.

Members of the Trust Board are: Tom Berry, Jack Bossen, Randy Daughenbaugh, Robin Eddy, Lia Green, Pat Lebrun, Harold Miller, Eileen Rossow and Denise Webster.

Trust Fund Values

December 31, 2019	\$617,914.87	
December 31, 2020	\$646,329.98	
Contributions/Disbursements:		
Contributions	\$500.00	
Memorial Contribution (Jane Anderson)	\$505.00	
Miscellaneous	(\$10.00)	
Ringling Restoration (bell restoration)	(\$2,500.00)	
Hendrickson Organ company (down payment trumpet rank)	(\$3,500.00)	
College Scholarship	<u>(\$1,000.00)</u>	
Total Contributions/Disbursements	(\$6,005.00)	0.97%
Dividend and Interest Income:	\$16,080.01	
Realized Capital Gains from cost:	\$20,916.47	
Unrealized Capital Gains:	<u>(\$2,994.18)</u>	
Total Gains	\$34,002.30	5.50%

Women's Fellowship Board

Sue Maynard, Secretary

Women's Fellowship Board consists of Peg Eckholm, Kandee Snoozy, Laura Boyd, Cindy Ledford and Sue Maynard.

Each meeting consists of a prayer, reading of minutes, treasurers report and old and new business. This year due to Covid, we have had fewer meetings and fewer activities. We have donated \$5,000.00 this year for live streaming equipment. Volunteers helped bake and deliver 51 dozen cookies to our shut ins in December. We took in monies from several funerals and purchased a new coffee pot. We had kitchen cleaning in March as well as our Rummage Sale. We donated money to our sister church in Costa Rica. We continue to sponsor a child from Wider Church Ministries. We had planned to have a bazaar at church (didn't happen—Covid). Sanctuary cleaning and pew oiling was done in October and is done every six months. Carpet in Fellowship Hall was cleaned. We hope to have a rummage sale in August of 2021 if we are all hale and hearty with plenty of help. Possibility of a bazaar also exists in October or November, 2021 if we have adequate help.

If anyone is interested in joining this group please talk to Laura Boyd . We would love to have you join us and Laura Boyd will give you all the details —time, date, place, etc. for meetings.

Women's Fellowship Treasurer's Report

Peggy Eckholm, Treasurer

2019 Beginning Balance		8,739.02
Income:		
Rummage Sales	4,665.61	
Receptions	700.00	
Craft and Glass Sales	<u>820.00</u>	
Total Income:	6,185.61	<u>6,185.61</u>
		14,924.63
Expenses:		
Costa Rica	2,000.00	
Church Pledge	1,500.00	
Pantry	250.00	
Receptions	152.01	
Wider Church Ministries	300.00	
Livestream Project	5,000.00	
Miscellaneous	<u>280.88</u>	
Total Expenses	9,482.89	<u>9,482.89</u>
2020 Ending Balance		5,441.74

Good Morning Circle

Jan Gustin, Secretary

We started off 2020 with well attended meetings in January and February, enjoying our coffee and friendships.

Programs were presented by Kathleen Batchelder on Epiphany and RuthAnn Karlen introducing us to SD Public Television's Seth Tucker, who offered a very informative program on former church member, Alice Gossage.

And just like that - Covid changed our schedules and Circle meetings for the balance of 2020 were cancelled.

We look forward to gathering together soon, released from the constraints of this pandemic!

Good Morning Circle Treasurer's Report Dorothy Davis, Treasurer

Beginning Balance		\$1073.58
Income		
Pledges	\$170.00	
Quarters	\$ 3.35	
Pennies	\$ 1.18	
Cookbooks	<u>\$ 5.00</u>	
Total Income	\$179.53	<u>\$ 179.53</u>
		\$1253.11
Expenses		
Global Ministries	\$233.00	
Total Expenses	\$233.00	<u>\$ 233.00</u>
Ending Balance		\$1020.11

Good Evening Circle Treasurer's Report Laura Switzer, Treasurer

Beginning Balance 01/01/2020		\$832.58
Income:		
Dishcloth Sales	\$62.50	
Pledges	\$15.00	
Least Coin	<u>\$0.97</u>	
Total Income	\$78.47	\$78.47
Disbursements:		
Least Coin Adjustment from 2019	\$5.97	
B.H. Children's Home Society	\$50.00	
Cornerstone Rescue Mission	\$50.00	
WAVI	\$50.00	
Church Response	\$50.00	
Meals on Wheels	\$50.00	
Feeding SD	\$50.00	
Angels of los Guido	\$50.00	
Basket for Cornerstone Silent Auction	\$34.64	
Cornerstone Women's and Children's Home	<u>\$50.00</u>	
Total Disbursements	\$440.61	<u>\$440.61</u>
Balance on hand 12/31/2020		\$470.44

Altar Guild

Sharon Darrow, Secretary

Gathering of the ten-member Altar Guild was cut short in 2020 with the last meeting held March 12. The church was then closed due to the pandemic. In spite of not being together, the work continued. Members watered the plants, hung the banners in the sanctuary, arranged for altar flowers for the live streamed worship services, helped decorate for Christmas and continued to send cards and messages of encouragement and celebration to members and friends of the congregation. This year the guild purchased the Christmas poinsettias and two new silver colored candle tops.

No funds for Altar Guild are provided through the budget process, but come from flower sales, weddings and donations.

The guild welcomes new members. Anyone interested in joining the group can contact Kandee Snoozy, Lois Moore, Sharon Darrow, or any guild member.

Altar Guild Treasurer's Report Lois Moore, Treasurer

BALANCE ON HAND	January 1, 2020	\$2884.14
INCOME		
	C. McMacken	\$400.00
Total Income		\$400.00
EXPENDITURES		
	Jolly Lane for lilies and poinsettias	\$191.14
	L. Moore for her credit card order from CM Almy of Kerry oil and 2 liquid candles with silver tops	<u>\$396.75</u>
Total Expenditures		<u>\$587.89</u>
BALANCE ON HAND	December 31, 2020	\$2696.25

Statistical Report 2020

Membership beginning of 2020	328
Deaths	11
Transfers out	0
Membership Withdrawal	4
New members	0
Membership end of 2020	313
Confirmations	4
Baptism celebrated	0
Weddings celebrated	0
Funerals	8
Average Worship attendance in 2020*	115

*Actual average over 11 Sundays from 01/05/2020 through 03/15/2020 (prior to the closing of in-person worship services due to the COVID-19 pandemic).

Nominations

Moderator: Todd Eddy

Assistant Moderator: Mark Ortega

Past Moderator: Rob Burton

Clerk: Bonnie Edwards

Church Board Congregational Representatives:

2022: Dawn Erk

2023: Alicia Sutliff-Benusis

2024: Cindy Ledford

Department of Worship:

2022: Justin Speck, Jane Glover

2023: Susan Kelts, Colleen Schuft

2024: Bruce Nearhood, Robin Eddy

Department of Education:

2022: Jennifer Seals, Nick Strampe

2023: Kathleen Batchelder, Sharon Darrow

2024: Lisa Lyons, Patti Arneson

Department of Ministries:

2022: Jeri Behringer, Jodie Thuringer

2023: Jamin Hubner, Jessica Hubner

2024: Sheila Long, Jodi Burke

Department of Hospitality:

2022: Carol Boyles, Kathy Dannenbring

2023: Deb Tompkins, Reva Ortega

2024: Jeannette Hill, Robin Franson

Department of Building, Equipment & Grounds

2022: Jim Dannenbring, Randy Fisher

2023: Thom Palm, Dave Ledford

2024: Jim Webster, Alan Glover

Department of Stewardship & Budget

2022: Eileen Rossow, Gerry Boehrs

2023: Harold Miller, Kyle Grauman

2024: Pat Lebrun, Harlan Stephens

Thanks to those completing terms of service:

Jeff VanCuren, Assistant Moderator

Kevin Sandmeier, Congregational Representative

Barb Knight, Department of Worship

Bruce Nearhood, Department of Worship

Steve Bareis, Department of Worship

Sue Maynard, Department of Education

Jodi Burke, Department of Education

Jill Speck, Department of Education

Ruth Ann Karlen, Department of Education

Mark Ortega, Department of Ministries

Reva Ortega, Department of Ministries

Pat Sutliff, Department of Ministries

Patti Arneson, Department of Hospitality

Kalsy Brinkman, Department of Hospitality

Pandi Bollock, Department of Hospitality

Scott Schuft, Department of Building/Grounds

Brent Long, Department of Building/Grounds

Monte Bollock, Department of Building/Grounds

Dona Leavens, Department of Stewardship/Budget

Kenny Putnam, Department of Stewardship/Budget

Dave Ledford, Department of Stewardship/Budget

Nominations – Pastoral Search Committee

Eileen Rossow-Chair

Kathleen Batchelder

Mike Crutcher

Todd Eddy

Alan Glover

Jenny Kozel

Lisa Lyons

Kim Nearhood

Mark Ortega

Chuck Rounds

Alicia Sutliff-Benusis

Balance Sheet

Denise Webster, Treasurer

First Congregational United Church of Christ - Rapid City SD
Balance Sheet as of December 31, 2020
(Disclosures, Statement of Net Assets, and Cash Flow Statements are Omitted)

Account #	Account Name	YTD Balance
Assets		
1.10000	Checking Account	208,495.25
1.10300	Certificates of Deposit	107,213.72
1.10500	Food Certificates	4,500.00
1.12100	Prepaid Expenses	339.08
	Total Cash & Investments	\$320,548.05
1.15100	Eagle Scout Structure	10,066.13
1.15200	Piano	34,000.00
1.15300	Organ Addition	194,934.00
1.15400	Building	556,487.89
1.15500	Building Improvements	347,532.49
1.15600	Land	38,532.55
	Total Land, Building & Equipment	\$1,181,553.06
	Total Assets	<u>\$1,502,101.11</u>
Liabilities		
2.20000	Accounts Payable - General	10,602.86
2.22000	Prepaid Pledges	4,748.80
2.24000	FSA Payable	0.00
2.25000	Payroll Taxes Payable	2,032.58
	Total Liabilities	<u>\$17,384.24</u>
Fund Balance		
3.39000	Unrestricted Fund Balance	45,175.83
3.39002	Building Fund Balance	1,181,553.06
3.39003	Contingency Fund	50,000.00
3.39004	Memorial Fund Balance	4,429.27
3.39006	Legacy Fund	38,120.99
3.39008	Sabbatical Fund Balance	4,011.44
3.39013	LiveStreaming Fund Balance	0.00
3.39015	Special Offerings Restricted Fund	0.00
3.39016	Dept. of Ministries Fund Bal.	5,849.87
3.39018	Fire Suppression Fund Balance	7,500.00
3.39111	Boiler Replacement Fund Balance	148,076.41
	Total Fund Balance	<u>\$1,484,716.87</u>
	Total Liabilities and Fund Balance	<u>\$1,502,101.11</u>

Restricted Funds

Denise Webster, Treasurer

First Congregational Church

2020 Annual Report

Contingency Fund:

Beginning Balance, January 1, 2020	50,000.00
No transactions	-
Ending Balance, December 31, 2020	50,000.00

Legacy Fund:

Beginning Balance, January 1, 2020	39,564.41
Computer	(1,443.42)
Ending Balance, December 31, 2020	38,120.99

Sabbatical Fund:

Beginning Balance, January 1, 2020	4,611.44
Sabbatical Expenses	(600.00)
Ending Balance, December 31, 2020	4,011.44

Department of Ministries Funds:

Beginning Balance, January 1, 2020	6,453.37
We Care Food Certificate Deposits	14,675.00
Disbursements:	
Mission Meals	(1,133.50)
We Care Food Certificate Purchases	(14,145.00)
Ending Balance, December 31, 2020	5,849.87

Special Offerings Fund:

Beginning Balance, January 1, 2020	-
Member donations for unbudgeted benevolences	7,662.00
Costa Rica Donations	4,633.00
Unbudgeted Benevolence Disbursements:	
Church Response	(350.00)
Love, nc.	(980.00)
One Great Hour of Sharing	(1,340.00)
Blanket Sunday	(679.00)
Strengthen the Church	(408.00)
Neighbors n Need	(1,036.00)
Christmas Fund	(800.00)
Break Through nc.	(1,769.00)
Veterans Cross	(50.00)
Souper Bowl	(250.00)
Disbursement:	
Costa Rica Sister Church	(4,633.00)
Ending Balance, December 31, 2020	-

(continued, next page)

Restricted Funds, cont.

Memorial Fund Balance:

Beginning Balance, January 1, 2020	16,529.52
Donations (Memorials):	
Jack Carpenter	50.00
Don Stoebner	25.00
Maureen Dymock	100.00
Joan Arneson	875.00
Jane Anderson	505.00

Disbursements:

Adult Choir/Bell Music and Supplies	(264.73)
Books for Library	(352.41)
Placerville Camp	(25.00)
Pilgrim Charitable Trust	(505.00)
Camera and Livestream supplies	(680.50)
Livestream Camera	(6,635.00)
4 Blue Picnic Tables	(3,422.61)
To Boiler Fund	(1,770.00)
Ending Balance, December 31, 2020	4,429.27

Capital Improvements Fund, Phase 11, Renamed to Boiler Replacement Fund Balance:

Beginning Balance, January 1, 2020	143,406.41
Donations	2,900.00
From Memorial Funds	1,770.00
Ending Balance, December 31, 2020	148,076.41

Fire Suppression Fund Balance:

Beginning Balance, January 1, 2020	7,500.00
No Transactions	
Ending Balance, December 31, 2020	7,500.00

Live-Stream Fund Balance:

Beginning Balance, January 1, 2020	-
Donations	9,980.00
Transfer from Memorial Fund	6,635.00
Haggerty's Music Works - LiveStream system	(19,451.06)
Transfer to Worship Expense (General Fund)	2,836.06
Ending Balance, December 31, 2020	

Certificates of Deposit

Denise Webster, Treasurer

BankWest - Certificates of Deposit

Beginning Balance, January 1, 2020	130,370.16
Cashed CD	(26,010.00)
Interest Earned, Added to CDs	2,853.56
Ending Balance, December 31, 2020	107,213.72

CD #s		2020 Interest Earned	CD Balance 12/31/2020
50237	\$25,000, matures 4/14/2020, 2% interest, cashed April 2020	521.22	-
50288	\$25,000, matures 4/14/2021, 2.5% interest	657.93	26,923.56
50296	\$25,000, matures 4/14/2022, 3% interest	797.24	27,319.74
62391	\$25,000, matures 5/30/2023, 2.15% interest	559.69	26,376.09
50229	\$25,375, matures 4/14/2024, 3.25% interest	<u>838.70</u>	<u>26,594.33</u>
	Totals	3,374.78	107,213.72

Unbudgeted Benevolences

Denise Webster, Treasurer

2020 Unbudgeted Benevolences

The following disbursements were donated to the church during 2020. These disbursements are direct pass-through monies from the members' contributions (special offerings). These amounts are over and above budgeted expenses.

Disbursements in 2020:

Church Response	350.00
Love, Inc.	980.00
One Great Hour of Sharing	1,340.00
Blanket Sunday	679.00
Strengthen the Church	408.00
Neighbors In Need	1,036.00
Christmas Fund	800.00
Break Through Inc.	1,769.00
Veterans Cross	50.00
Souper Bowl	250.00
Costa Rica Sister Church	<u>4,633.00</u>
Total	12,295.00

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5.61900	Su ltlule Oq;unut	0.00	U.OiJ	U.OiJ	UOO	(t	0..00	0	0.00	f).1)1)	II.UO	0	
5.62000	!\\ tm.cry Super\\illor	0.00	792.SO	63.00	45.00	0	R-00..00	6	f1 H 00 J	800 00	US.IA>	6	
5.69400	J.omcur	\$76.00	7-4US.27	LIU	7-1-SIL.W	iJ1	1.SOOJIO	10S	IS!LOO	7..SU0.00	\\SIL.001	LOS	
	Total Lay Staff E-1 aM!	\$5.11561	SS3.1')7.U1	S,i.1 SMHI	SSJ,746.11	110	SS(f.,tl .01)		(S2.653il')J	S56.Mltc00	S1.i.-gJ19	9,S	

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First Congregation of the United Methodist Church - Rapid City SD
 Treasurer's Report as of October 31, 2020 for General Fund
 Disclosures, Statement of Assets and Liabilities and Cash Flow Statement are omitted

Account #	Account Name	Actual	Previous FY	Modified Budget	Original Budget	Unassigned	Transferred	Actual	Original	Actual	Original	% of Budget
5.62100	Ministry Nuno Sub	110.00	1,100.00	1,100.00	1,640.00	100	1,100.00	100	0.00	1,100.00	1,100.00	100
5.62500	Payroll Taxes	371.19	3,595.75	319.00	3,905.74	116	3,850.00	101	55.74	3,115.00	155.741	101
	Total Salaries Expense	\$13,33K.29	\$193,911.6	\$1,190.00	\$17,138,84	81	\$197,300.00	81	(16,005.16)	\$197,390.00	\$26,005.16	11
5.62600	New Music: Adult Choir	396.90	5,000.00	38.00	500.00	1,044	5,000.00	100	0.00	500.00	0.00	100
5.62800	New Music: Bell Choir	250.00	1,500.00	19.00	150.00	1,316	250.00	100	0.00	250.00	0.00	100
5.63200	Piano & Organ Music	0.00	0.00	0.00	0.00	0	0.00	0	0.00	0.00	0.00	0
5.63400	Organ Maintenance	0.00	0.00	0.00	0.00	0	0.00	0	0.00	0.00	0.00	0
5.63600	Soloist & Special Music	0.00	375.00	0.00	0.00	0	0.00	0	0.00	0.00	0.00	0
5.63800	Communication Supplies	0.00	133.29	9.00	0.00	0	75.00	0	175.00	75.00	75.00	0
5.63900	Worship Expense	4,461.00	0.00	0.00	4,586.06	0	0.00	0	45,860.06	0.00	(4,586.06)	0
	Total Worship Expense	\$4,461.00	\$4,586.06	\$0.00	\$4,586.06	0	\$0.00	0	\$45,860.06	\$0.00	(4,586.06)	0
5.64000	CE Training	0.00	27.06	27.00	117.18	0	335.00	35	(217.72)	335.00	217.72	35
5.64100	CE Curriculum Resources Expense	1,208.3	13,146.64	290.00	2,106.26	417	3,415.00	61	(13,187.74)	3,415.00	13,187.74	61
5.64200	CE Youth Council	0.00	735.00	144.00	0.00	0	1,750.00	0	(1,750.00)	1,750.00	1,750.00	0
5.64300	CE Library	0.00	210.93	(1.00)	259.53	0	0.00	0	259.53	0.00	(259.53)	0
5.64400	CE Program Expenses	115.33	5,149.99	40.00	711.30	210	425.00	18	195.30	425.00	(293.30)	69
5.64800	Graduation	0.00	175.50	0.00	711.5	0	0.00	0	71.85	0.00	(71.85)	0
5.61900	Recreation & Special Events	0.00	1,452.00	(107.00)	510.49	0	1,350.00	39	(829.51)	1,350.00	829.51	39
5.65000	Adult Education	156.00	174.00	39.00	511.14	-100	490.00	104	111.4	490.00	(111.4)	104
	Total Christian Education Expense	\$1,156.00	\$1,740.00	\$29.00	\$1,061.63	22	\$7,775.00	55	(6,618.37)	\$7,775.00	\$1,156.00	55
5.65500	Black History Month Dues	0.00	1,140.00	55.00	0.00	0	660.00	0	(1,140.00)	660.00	1,140.00	0
5.65510	Commercials Registrations Exp	0.00	300.00	37.00	0.00	0	100.00	0	(40.00)	400.00	400.00	0
5.65900	Ministry Prof. Exp.	8.56	1,000.00	25.00	385.00	34	300.00	128	55.00	300.00	(211.44)	128
5.66100	Sr. Pastor Sabbatical	0.00	0.00	0.00	0.00	0	0.00	0	0.00	0.00	0.00	0
5.67300	Wedding Fund	0.00	0.00	0.00	0.00	0	0.00	0	0.00	0.00	0.00	0
5.72200	Operational Hospitality	0.00	315.63	38.00	31.89	0	500.00	6	(468.11)	500.00	41.89	6
5.81000	Shuttle Service	0.00	5,732.00	462.00	1,020.6	0	5,500.00	9	(4,479.64)	5,500.00	4,479.64	9
	Total Ministry Expense	\$0.00	\$5,732.00	\$462.00	\$1,020.60	0	\$5,500.00	9	(4,479.64)	\$5,500.00	\$4,479.64	9
5.67900	Supplies	561.16	5,309.69	312.00	4,009.13	180	3,700.00	108	309.13	3,700.00	(309.13)	108
5.68000	Office Equipment	628.00	4,991.29	413.00	4,187.41	151	5,000.00	86	1,111.59	5,000.00	712.59	86
5.68200	Postage	319.35	733.87	63.00	1,241.63	507	800.00	155	441.63	800.00	(441.63)	155
	Total Office Expense	\$1,508.51	\$11,024.85	\$488.00	\$9,438.17	191	\$9,500.00	100	\$1,111.59	\$9,500.00	\$1,111.59	100
5.68300	BHPL - Election	5,111.11	9,452.82	1,111.11	7,736.36	71	9,900.00	71	(1,111.11)	9,900.00	2,163.64	78
5.68400	Water and Garbage	72.70	3,602.37	300.00	4,497.56	51	3,000.00	125	1,177.56	3,000.00	(1,177.56)	125
5.68500	Communications	18,110.00	1,111,111.02	212.00	2,515.52	86	2,500.00	101	15.52	2,500.00	15.52	101
5.68600	MDU - Heat	924.20	8,964.35	790.00	7,707.83	117	7,500.00	82	(1,717.17)	9,415.00	1,717.17	82
5.81000	Stormwater Management	0.00	575.17	0.00	575.47	0	575.00	100	0.47	575.00	(0.47)	100

No assurance is provided on this statement.

Fiscal Year 2019-2020
Treasurer's Report as of December 31, 2019
(Disclosures, Statement of Net Assets, and Cash Flow Statements are Omitted)

oont	Account Name	Period Activity	Previous YTD	Monthly Budget	YTD Balance	% of Budget Month	Budget YTD	% of Budget YTD	Over/Under YTD(+/-)	Annual Budget	Aanunl grt Remaining	Annual Budget
	Total Utilites Expense	\$1,874.08	\$25,114.03	\$2,174.00	\$23,032.74	86	\$26,000.00	89	(\$2,967.26)	\$26,000.00	\$2,967.26	89
	(huu111.b Ma1 b:1tl1aci:	1.2-12.69	R.064.92	661.00	S.7SS.67	87	&.000.00	87	(2,244.33)	8,000.00	2,244.33	
	811il di Mi:11ltJarteic	188.60	9.b00.SI	48 (.00	S,07S.9 I	J9			(674.09)	5,750.00	674.09	
	(rt:..llfllk<'	4,144.50	14,0UO.OO	Ll 6l .UO	1S,li-1.1lSO	365	U.000.00	11.1	U148.50	1,1.UW UU	11,1N4 SU)	113
	Total Grounds/Build	SS.(i7\$.1>	C 1. .	\$.,lo0?.UO	\$26J>S(I-"	246	\$21,75Cl,(ll	76	\$ I.M9.tl1	\$27,7 1).0 {1	\$1,069 >2	9
5.71000	OCW C Bwc Support	U SU 7	20.805.00	UNOO	11 ,Sl.t.U4	100	t3 .8 14 .111	JOO	U.04	13,8 14,00	(0 .0 4)	100
5.71300	<.UE Scoutult)- Su.,pcm	125.00	L.W .00	1 S.OU	U00.00	100	1.500.00	rnu	0.00	1.500.00	U.UO	100
5.71800	11&. g.Cuntillgmc	0.00	0.00	0.00	0.00	0	0.00	0	0.00	0.00	0.00	0
5.72100	Cu ta Rica Si.,i...rCbllr\;b	MIO.00	6.S-iO.OU	60U.OO	7.20U.OO	U)C)	7.200.00	JOO	(1.00	7,100 (1<>	Q.00	100
5.72500	PbCi."qjJC" Camp Op.-tabUJl.S	125.00	IA2S.OO	11 5.UU	1.500 .00	1oO	i,500.uu	1-OU	U.00	U00.00	U.00	100
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5.8000tl	Lnlclim R.:1.'tl.1lnwrl E; 'JI'-mC'	0.00	ti.OU	ill 7. 00	16U.5b	U	W.000 .00	K	(9 .239 -44)	10.000 00	Y.219 .4*1	11
	Tornl E.1:p IM'S	SIG.994.-)8	S)0(; YC3 .M	SH..t29JK	S?66..dO.S,	102	S.310*f>U.00	84	(S4,U 23Atl	\$l 1OJi14 .tlO	W .tlJ.At	84
	l)lffctnce	(SS.6blU6 .1	tS?...8{1,61}	tS1:51.001	S. 1,99 L18	4S8	67.00!			\$8,467.00		

No asstJranc-e /s provided on this statement .

January, 2021

First Congregational Church Members,

The Proposed Budget for 2021 in addition to the actual year-end income and expenses for the years 2017 through 2020 can be found on the next two pages.

Due to the transition in our church, I would like to share some detail to the proposed budget for 2021. I would also ask you to keep an open mind with open communication on what the future will bring to our church. We need to do this together; we are a family.

Pledges have decreased each year so the downward trend has been obvious. In 2020, we have seen families move away and we have seen members continue to retire and age where the loss of many members has taken its toll when analyzing our income. In addition to pledge income decreasing, non-pledge donations have also decreased. Stewardship and Budget Board is estimating \$20,000 as non-pledge donations which is truly an estimate, no guarantees.

Loose offerings, rent income, and endowment gifts are based upon the actual amount received in 2020 and are reasonably estimated to be similar in 2021.

Our Senior Minister salary and benefits for Pastor Mark is fixed based on his contract for 2021.

Christian Education committee is looking for a new Christian education leader so a budget of \$26,833 is a 7 month salary, hoping a new leader starts June 1, 2021. Our amazing current youth worker, Kylie Steever, will remain part-time through June 30, 2021.

Our new office colleague, Angela Mosby, is a full-time employee where her pay and benefits total \$39,280. We are excited for you to come meet her!

The music staff salaries, bookkeeping, janitor, Christian nurture stipend, and payroll taxes are consistent with the 2020 budget.

The worship costs will be funded through memorial and sabbatical restricted funds instead of through our general fund for 2021.

The ministry expenses are consistent with 2020 with an additional expense of open and affirming costs of \$1,500.

Our fixed costs of office expense, utilities, grounds and building maintenance are based on 2020 costs plus a 3 to 6 percent increase.

There will be no recruitment costs in 2021 but will be a major expense in 2022 as we look for a full-time minister.

Lastly, benevolences remain the same as 2021 as many members are very passionate to support not only our Church but our ministries in Costa Rica and Placerville.

The result of the proposed budget is a loss of approximately \$46,000 where our pledges will not cover our expenses. Having said that, any additional donations throughout the year will be a blessing!

Peace and love,

Denise Webster, Treasurer

First Congregational Church of Rapid City

	<u>Actual 2017</u>	<u>Actual 2018</u>	<u>Actual 2019</u>	<u>Actual 2020</u>	<i>Proposed Budget 2021</i>
Pledges:					
Pledges	233,777	231,498	229,695	224,517	208,365
Non-Pledge Donations	52,133	37,568	39,301	25,742	20,000
Loose Offerings	3,003	2,662	2,545	981	1,000
Total Pledges/Giving Income	288,913	271,728	271,541	251,239	229,365
Other Income:					
Rent Income	12,064	11,704	12,670	11,565	11,912
Interest Income	238	2,632	3,233	3,408	3,400
Miscellaneous	50	149	-	150	
PPP Monies				31,600	
Fundraising/Giving Tuesday				1,440	
Gain on Sale of Investment		-	-	1	
Endowment Gift	-	4,752	17,013	9,082	9,588
Total Other Income	<u>12,352</u>	<u>19,237</u>	<u>32,916</u>	<u>57,246</u>	<u>24,900</u>
Total Income	301,265	290,965	304,457	308,485	
Salaries:					
Senior Minister Salary and Benefits	91,435	86,165	89,062	87,236	89,000
CE Minister Salary and Benefits	44,801	44,189	45,557	23,857	-
New Christian Education Leader				-	26,833
Youth Worker (Kylie Steever)				-	2,880
Possible AV Coordinator					
Secretary Salaries	17,610	18,339	18,200	19,615	33,280
Office Admin benefits					6,000
Bookkeeping Services	5,235	5,500	5,500	6,162	5,720
Choir Director Salary	6,630	6,650	8,400	8,400	11,150
Bell Choir Salary	1,969	2,000	2,000	667	667
Organist Salary	9,945	10,000	11,000	11,000	8,250
Substitute Organist	600	500	-	-	
Nursery Supervisor	841	786	793	45	400
Janitor	8,041	7,988	7,405	7,858	8,640
Christian Nurture Stipend	10,200	2,400	2,400	2,640	3,000
Payroll Taxes	<u>2,766</u>	<u>2,933</u>	<u>3,596</u>	<u>3,906</u>	<u>7,704</u>
Total Salaries Expense	200,073	187,450	193,913	171,386	
Worship:					
New Music: Adult Choir	398	500	500	500	-
New Music: Bell Choir	250	242	250	250	-
Brass Choir Music					-
Piano/Organ Maintenance	800	-	-	-	
Organ Music	-	-	-	-	
Soloist/Special Music	500	375	375	-	-
Worship Expense				4,586	
Communion Supplies	<u>80</u>	<u>-</u>	<u>133</u>	<u>-</u>	<u>75</u>
Total Worship Expense	2,028	1,117	1,258	5,336	7

	<u>Actual 2017</u>	<u>Actual 2018</u>	<u>Actual 2019</u>	<u>Actual 2020</u>	<i>Proposed Budget 2021</i>
Christian Education	6,845	5,799	5,774	4,307	4,500
Ministry Expense:					
BH Association Dues	1,164	1,156	1,140	-	1,200
Conference Registrations	536	286	300	-	400
Minister/Staff Professional Expense	880	544	200	385	300
Open and Affirming					1,500
Sabbatical	2,000	2,000	-	-	-
Wedding/Funeral	150	-	-	-	-
Outreach/Marketing					
Hospitality	430	355	316	32	500
Shuttle Service	-	<u>1,299</u>	<u>5,732</u>	<u>1,020</u>	<u>2,500</u>
Total Ministry Expenses	5,160	5,640	7,688	1,437	6
Office Expense	8,370	9,361	11,037	9,538	9,600
UtilitiesUtilities	30,467	27,121	25,114	23,033	23,724
Grounds/Building Maintenance	28,450	26,734	31,665	26,680	28,281
Interim Recruitment Cost, one time estimate, per Pastoral Relations				760	-
Benevolences:					
OCWM (Our Church's Wider Mission)	21,900	21,900	20,805	13,814	13,814
United Campus Ministries	-	-	-	-	
CUE Seminary Support	1,500	1,500	1,425	1,500	1,500
Undesignated Contingency	200	200	-	-	
Costa Rica Sister Church	7,200	7,200	6,840	7,200	7,200
Placerville Camp Operations	<u>1,500</u>	<u>1,500</u>	<u>1,425</u>	<u>1,500</u>	<u>1,500</u>
Total Benevolences	<u>32,300</u>	<u>32,300</u>	<u>30,495</u>	<u>24,014</u>	
Total Expenditures	<u>313,693</u>	<u>295,522</u>	<u>306,944</u>	<u>266,491</u>	
Giving Greater Than (Less Than) Expenditures	(12,428)	(4,557)	(2,487)	41,994	

The FullInsite Report

Prepared for: South Dakota Conference UCC, Tri-Conference Ministries
Study area: 7.5 mi Around 1200 Clark Street, Rapid City, South Dakota 57701, United States

Base State: SD
Current Year Estimate: 2020
5 Year Projection: 2025
10 Year Forecast: 2030
Date: 2/4/2021
Semi-Annual Projection: Summer

About the FullInsite Report

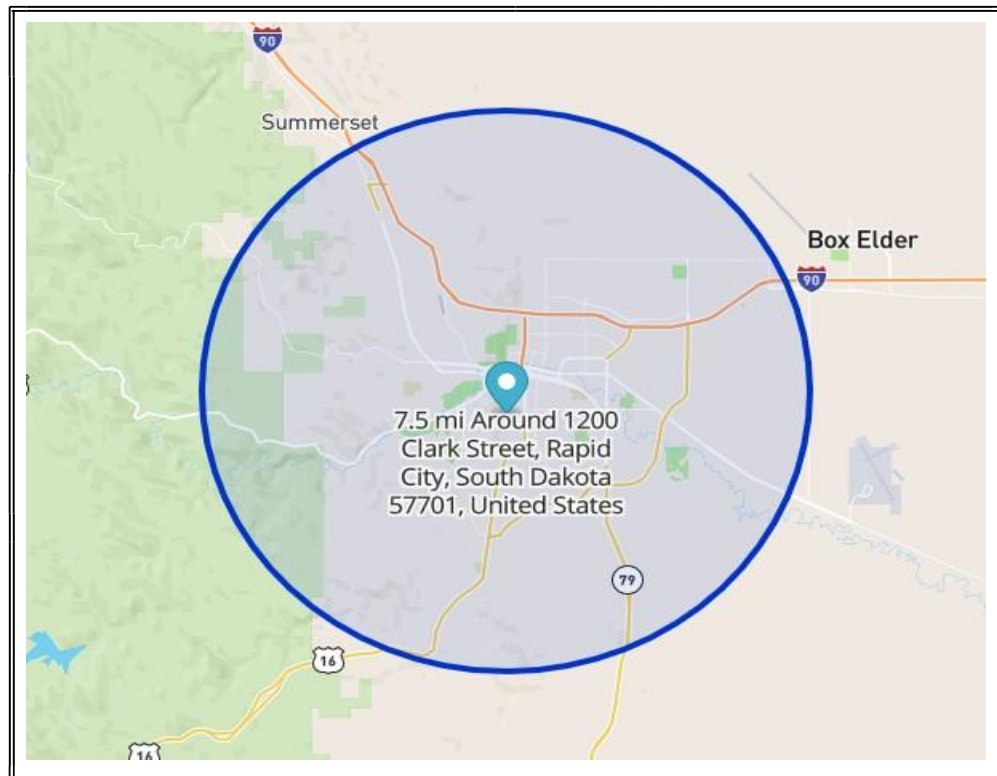
The FullInsite report is designed to provide an extensive demographic portrait of a user defined geographic area. The FullInsite integrates the full array of 2010 Census Data, the latest American Community Survey data and the new Experian Mosaic cluster system!

The FullInsite report is divided into three sections, each providing a different approach to the data. Careful consideration is given to readability and graphic treatment. The hope is that the information it presents will be more accessible to the reader.

Three Sections

- The **StoryView** Report presents 9 demographic indicators of your study area.
- The **TrendView** provides four graphs that reflect the more significant demographic trends that will shape the study area in the 5 to 10 year future.
- The **ThemeView** Report provides a wealth of demographic detail across six themes: People, Households, Families, Diversity, Housing and Work.

THE STUDY AREA



More Information

Please refer to the last page of the report for additional notes and interpretation aides in reading the report.

Significant Demographic Indicators of the Study Area's Story

1	Population Change In the 10 year future, how is the population in this area expected to change? (See the Population Theme)	<div>Significant Decline</div> <div>Moderate Decline</div> <div>Little Change</div> <div>Moderate Growth</div> <div>Significant Growth</div>
2	Household Change In the 10 year future, how are the households in this area expected to change? (See Households Theme)	<div>Significant Decline</div> <div>Moderate Decline</div> <div>Little Change</div> <div>Moderate Increase</div> <div>Significant Increase</div>
3	Families with Children Compared to the state, are families with children more or less likely to live in two parent households? (See Families Theme)	<div>Significantly Less</div> <div>Somewhat Less</div> <div>About the Same</div> <div>Somewhat More</div> <div>Significantly More</div>
4	Adult Educational Attainment For this area, what is the general level of education of the adults 25 and older? (See the People Theme)	<div>Very Low</div> <div>Low</div> <div>Mixed</div> <div>High</div> <div>Very High</div>
5	Community Diversity Index How diverse is the racial/ethnic mix of this area? (See the Diversity Theme)	<div>Very Homogeneous</div> <div>Homogeneous</div> <div>Moderately Diverse</div> <div>Very Diverse</div> <div>Extremely Diverse</div>
6	Median Family Income How does the median family income compare to the state for this area? (See the Income Theme)	<div>Significantly Less</div> <div>Somewhat Less</div> <div>About the Same</div> <div>Somewhat Greater</div> <div>Significantly Greater</div>
7	Poverty Compared to the state, are the number of families in poverty above or below the state average? (See the Families Theme)	<div>Significantly Below</div> <div>Somewhat Below</div> <div>About the Same</div> <div>Somewhat Above</div> <div>Significantly Above</div>
8	Blue to White Collar Occupations On a continuum between blue collar and white collar occupations, where does this area fall? (See the Work Theme)	<div>Very Blue Collar</div> <div>Somewhat Blue</div> <div>Closely Split</div> <div>Somewhat White</div> <div>Very White Collar</div>
9	Largest Racial/Ethnic Group In this area, which racial/ethnic group is the largest percentage of the population? (See the Diversity Theme)	<div>Asian (NH)</div> <div>Black/Afri American (NH)</div> <div>White (NH)</div> <div>Hispanic or Latino</div> <div>Pac Is/Amer Ind/Other</div>

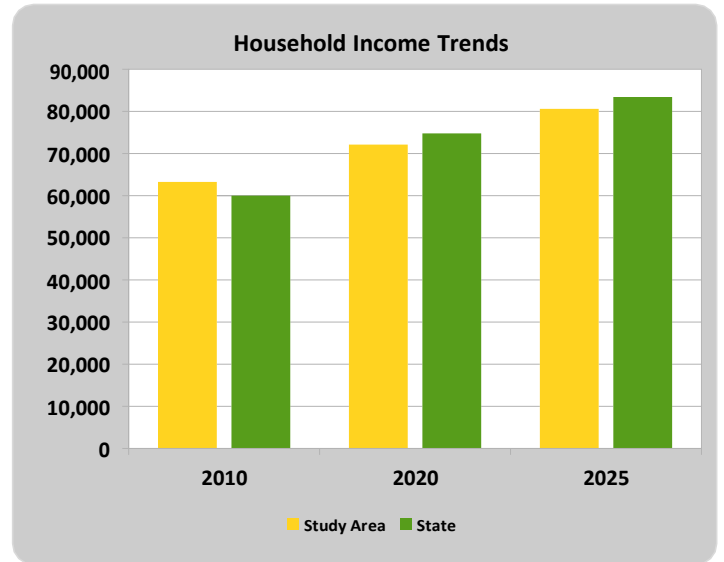
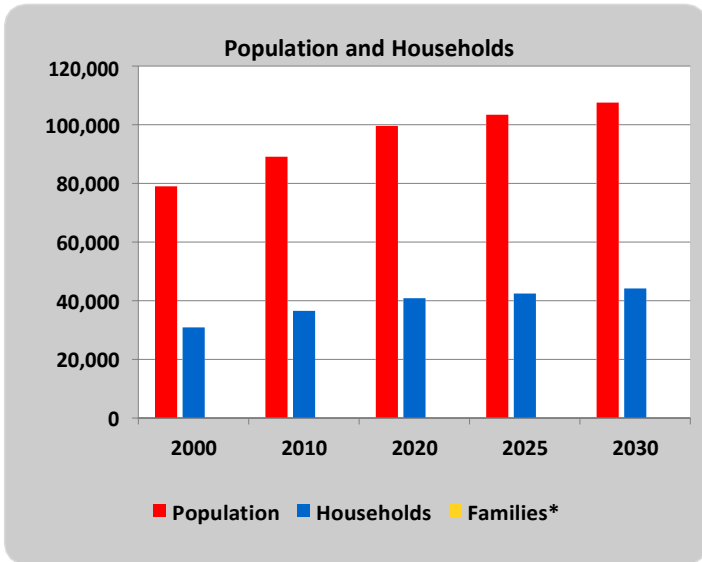
TrendView

Significant Demographic Estimates and Projections

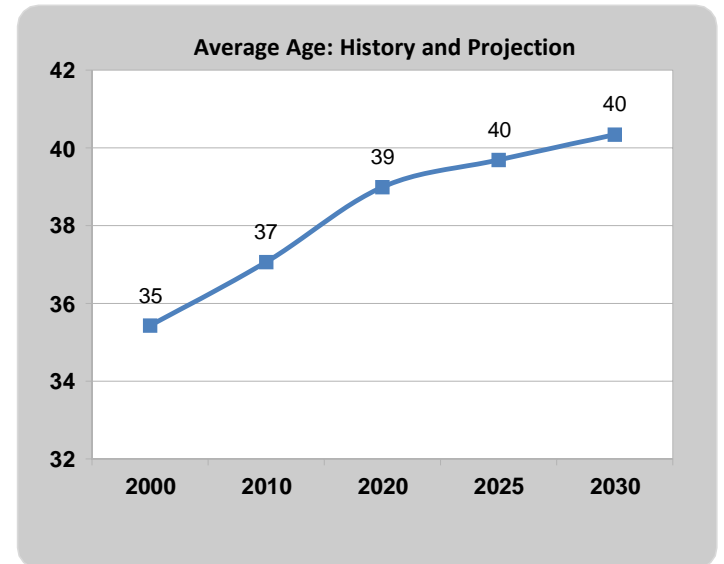
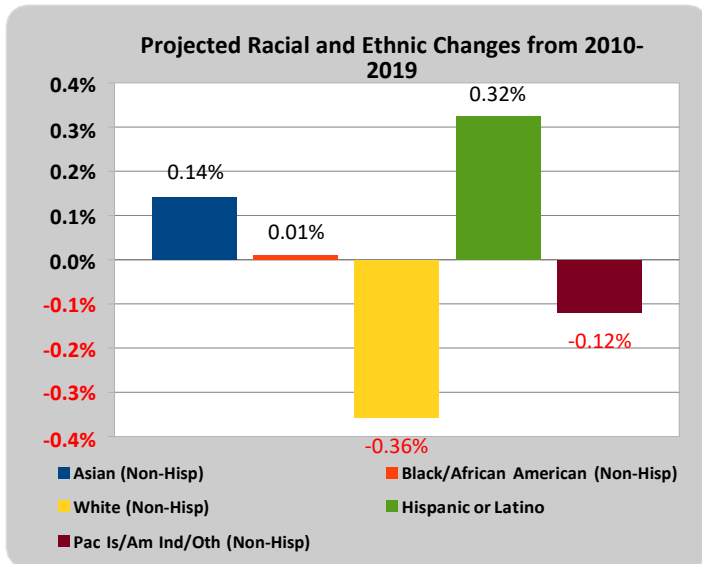
Prepared for: South Dakota Conference UCC, Tri-Conference Ministries

Study Area: 7.5 mi Around 1200 Clark Street, Rapid City, South Dakota 57701, United States

Base State: SD
Date of Report: 2/4/2021



NOTE: Family Household data is not projected out 10 years.



Demographic Descriptions of the Study Area

Prepared for: South Dakota Conference UCC, Tri-Conference Ministries

Study Area: 7.5 mi Around 1200 Clark Street, Rapid City, South Dakota 57701, United States

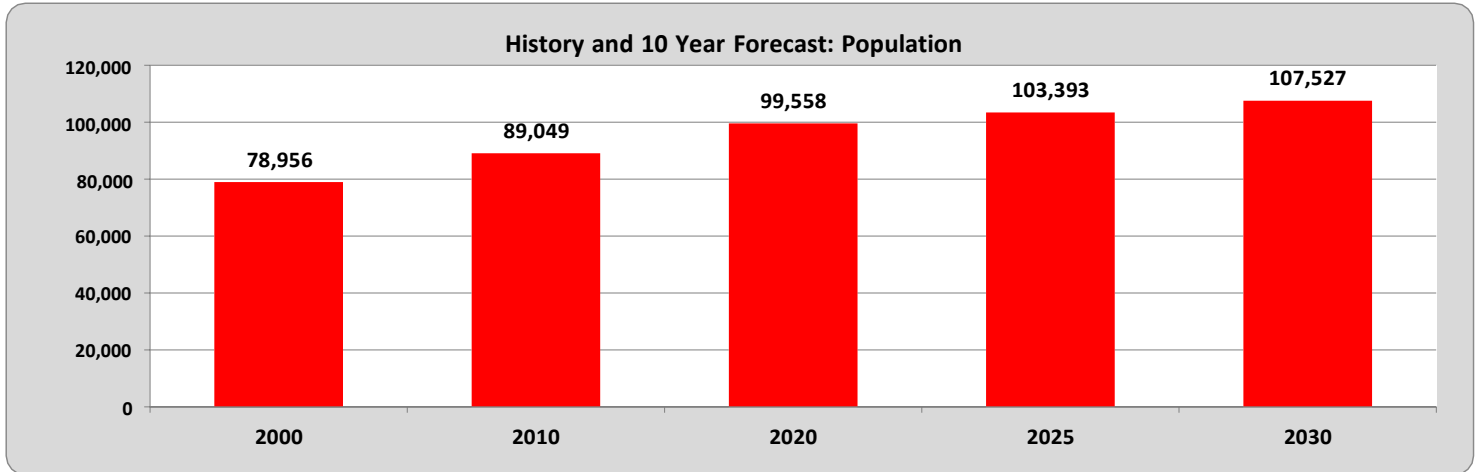
Base State: SD

Date of Report: 2/4/2021

People and Change

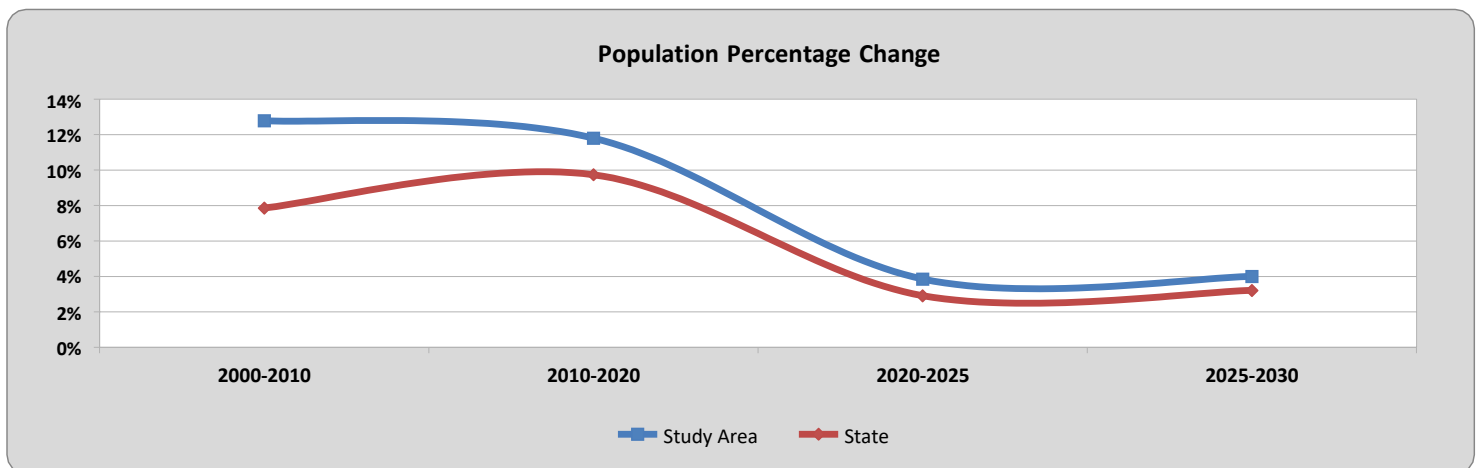
Population is the most basic demographic characteristic. It indicates how many persons reside within an area and how that total changes over time, including a current estimate and, 5 and 10 year forecast.

Population History with 5 and 10 Year Projected Change



Population Trends	2000	2010	2020	2025	2030
Study Area Population	78,956	89,049	99,558	103,393	107,527
Population Change		10,093	10,509	3,835	4,134
Percent Change		12.78%	11.80%	3.85%	4.00%
State Population	754,841	814,180	893,442	919,460	948,981
Population Change		59,339	79,262	26,018	29,521
Percent Change		7.86%	9.74%	2.91%	3.21%

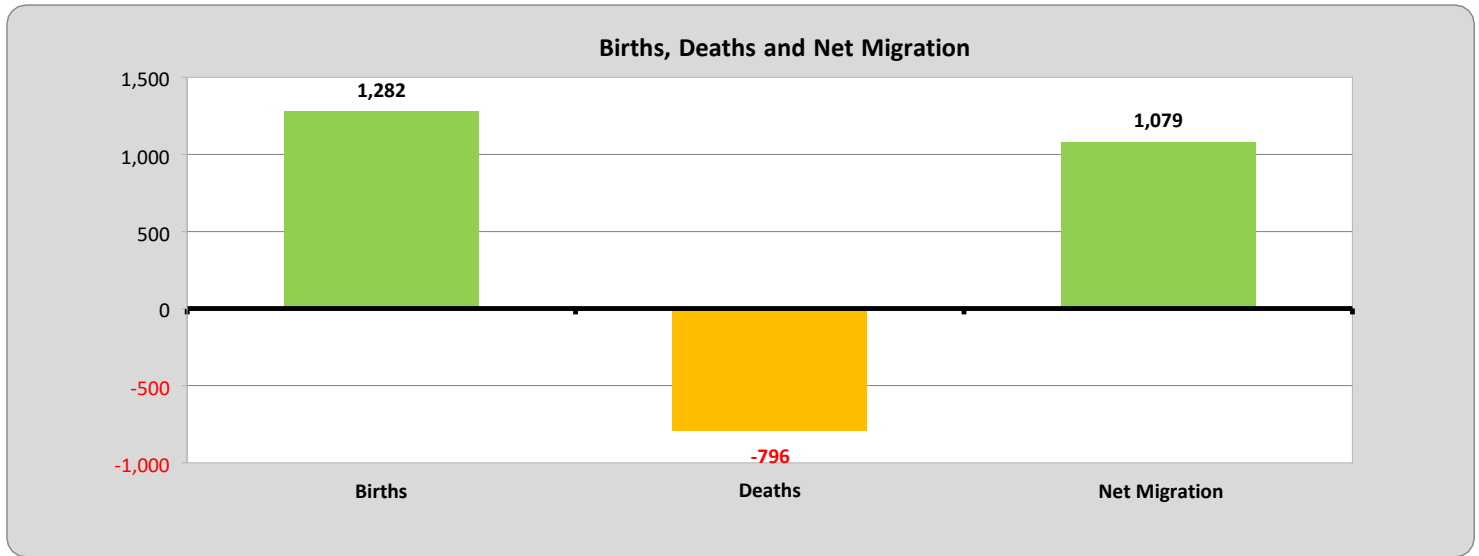
Projected Percentage Population Change: Comparison of Study Area to State



People and Change

Recent 8 Quarter History	2018 1st Qtr	2018 2nd Qtr	2018 3rd Qtr	2018 4th Qtr	2019 1st Qtr	2019 2nd Qtr	2019 3rd Qtr	2019 4th Qtr
Population	96,621	96,912	97,174	97,648	97,992	98,402	98,736	99,111
Change		291	262	474	344	410	334	375
Percent Change		0.30%	0.27%	0.49%	0.35%	0.42%	0.34%	0.38%
Seasonal Population	2	184	610	278	1	187	609	281
Change		182	426	-332	-277	186	422	-328
Percent Change		9100.00%	231.52%	-54.43%	-99.64%	18600.00%	225.67%	-53.86%
Transient Population	2,197	2,375	6,032	3,834	1,954	2,336	6,183	3,873
Change		178	3,657	-2,198	-1,880	382	3,847	-2,310
Percent Change		8.10%	153.98%	-36.44%	-49.03%	19.55%	164.68%	-37.36%

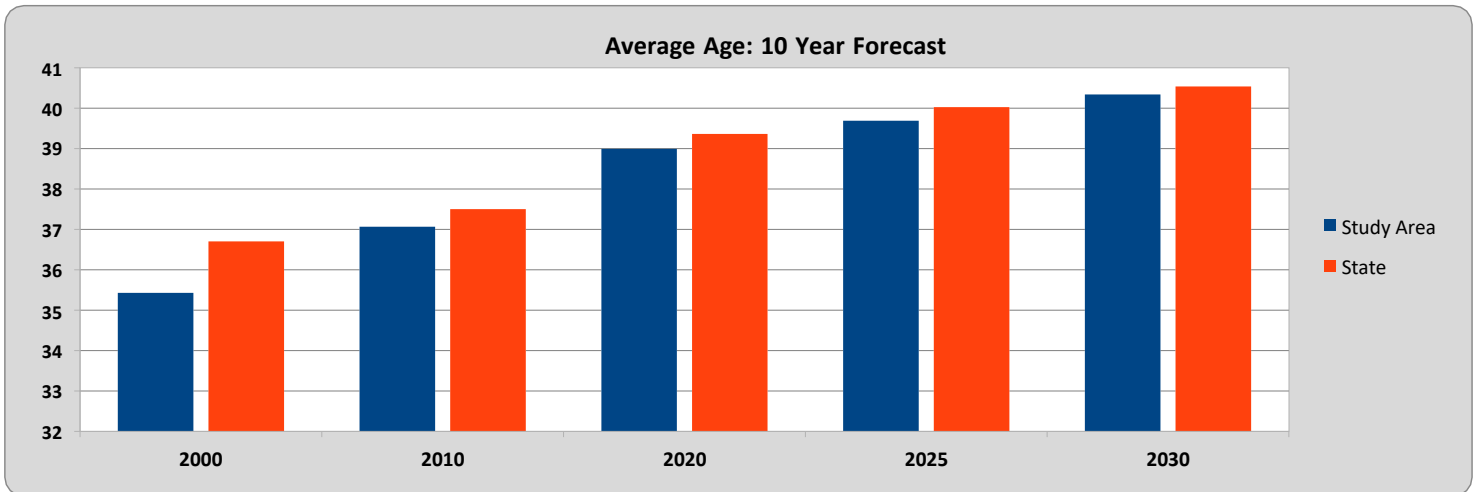
Factors Effecting Population Change: Prior 12 Months



	2020
Factors Effecting Population Change	
Births	1,282
Deaths	796
Net Migration	1,079
Net 12-Month Change	0
(Births minus deaths plus net migration = Net 12 month Change)	

	2010		2020		2025		2030		10 Yr Change
Population by Gender									
Female	44,756	50.26%	49,990	50.21%	51,921	50.22%	54,026	50.24%	0.03%
Male	44,293	49.74%	49,568	49.79%	51,472	49.78%	53,501	49.76%	-0.03%
Totals:	89,049	100.00%	99,558	100.00%	103,393	100.00%	107,527	100.00%	

Average Age with State Comparison

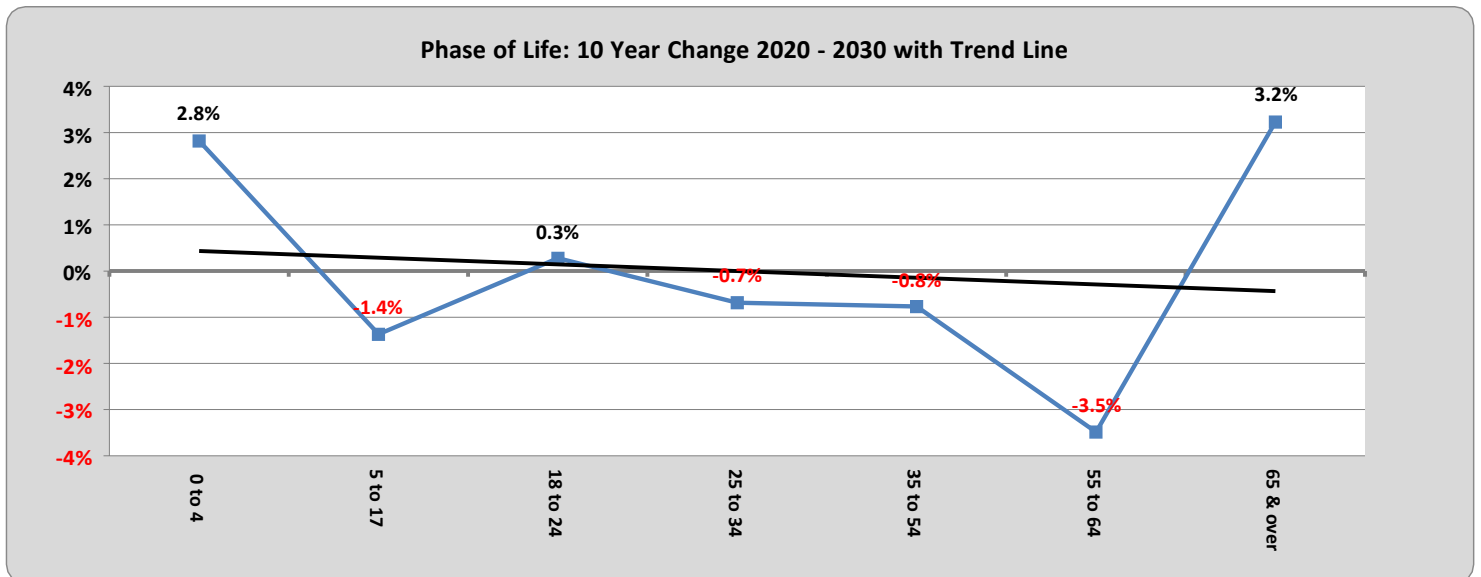


Age Trends	2000	2010	2020	2025	2030
Average Age: Study Area	35.43	37.06	38.99	39.69	40.34
Average Age Change		1.63	1.93	0.70	0.65
Percent Change		4.61%	5.20%	1.79%	1.64%
Median Age	34	35	38	39	38

Age: State	2000	2010	2020	2025	2030
Average Age: State	36.70	37.50	39.36	40.03	40.54
Average Age Change		0.80	1.86	0.67	0.51
Percent Change		2.18%	4.96%	1.69%	1.27%
Median Age	35	36	38	39	38

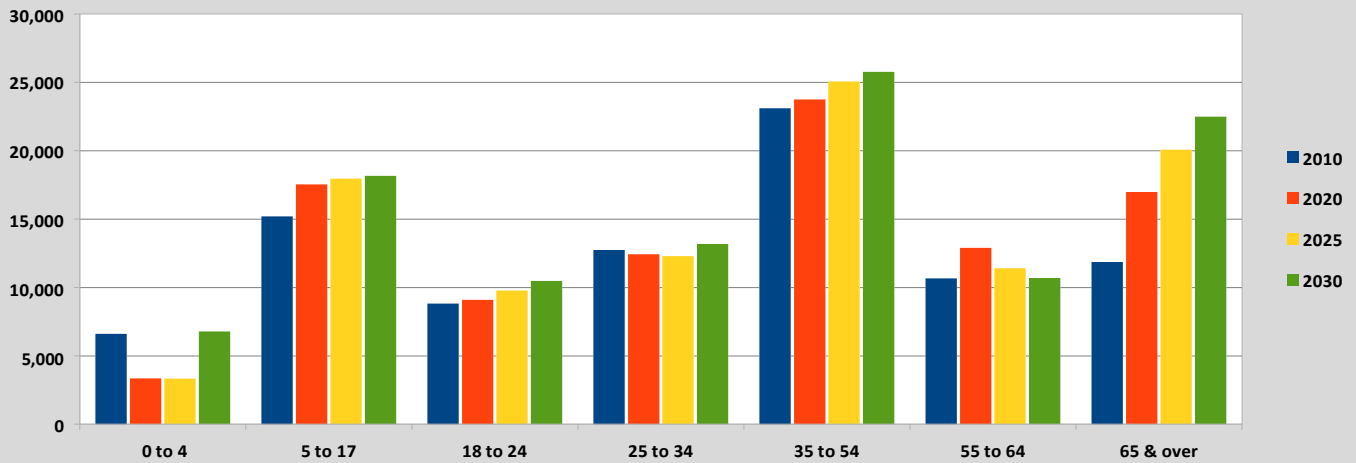
Phase of Life Projected Change

As people Age, they pass through various life phases. Based upon the number of persons born each year, the result can produce increases and decreases in various life phases.



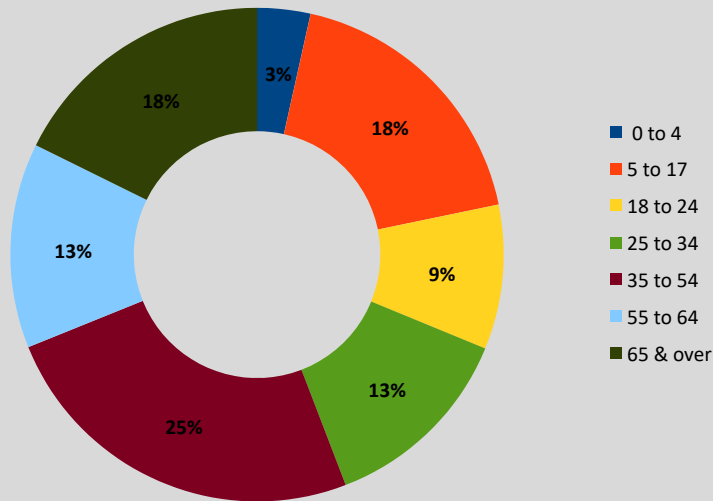
Phase of Life

Phase of Life Trends



Current Year Population by Phase of Life

Study Area Phase of Life by Percent Current Year

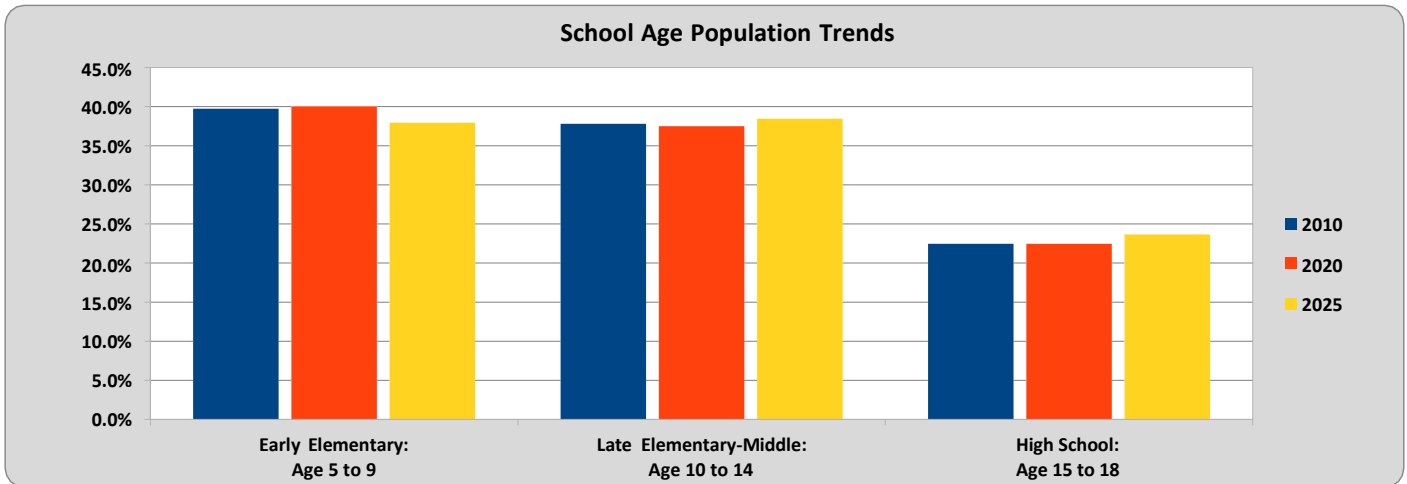


	2010		2020		2025		2030		10 Yr Change
Phase of life Forecast									
Before Formal Schooling: Ages 0 to 4	6,612	7.43%	3,350	3.49%	3,331	3.33%	6,779	6.30%	2.82%
Required Formal Schooling: Ages 5 to 17	15,204	17.07%	17,531	18.26%	17,957	17.98%	18,157	16.89%	-1.37%
College/Career Starts: Ages 18 to 24	8,833	9.92%	9,087	9.46%	9,774	9.79%	10,473	9.74%	0.28%
Singles and Young Families: Ages 25 to 34	12,749	14.32%	12,430	12.94%	12,285	12.30%	13,180	12.26%	-0.69%
Families/Empty Nesters: Ages 35 to 54	23,107	25.95%	23,748	24.73%	25,066	25.10%	25,765	23.96%	-0.77%
Enrich Years Singles/Couples: Ages 55 to 64	10,669	11.98%	12,893	13.43%	11,402	11.42%	10,686	9.94%	-3.49%
Retirement Opportunities: Age 65 and over	11,874	13.33%	16,984	17.69%	20,066	20.09%	22,487	20.91%	3.23%
Totals:	89,048	100.00%	96,023	100.00%	99,881	100.00%	107,527	100.00%	

Phase of Life presents how a community changes and people age through their various life phases.

People by Age

School Age Population Trends



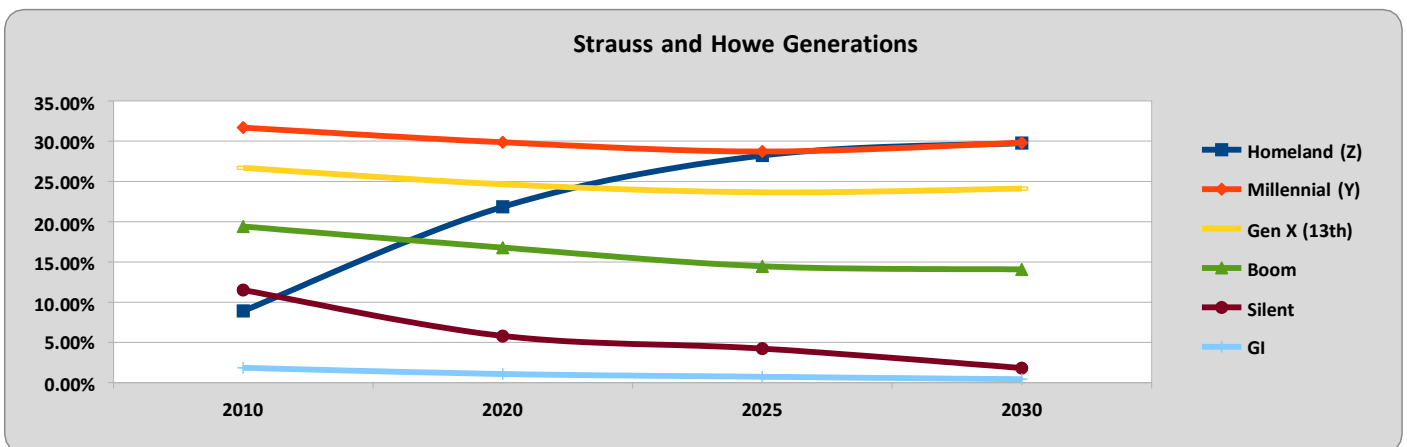
	Study Area							SD		Comp Index CY	
	2010		2020		2025		5 Yr Chg	2010	2020		2025
School Age Population Trends											
Early Elem: 5 to 9	6,041	39.73%	7,019	40.04%	6,810	37.92%	-2.11%	38.79%	38.84%	36.84%	103
Late Elem-Mid: 10 to 14	5,748	37.81%	6,575	37.50%	6,903	38.44%	0.94%	37.69%	37.13%	38.50%	101
High School: 15 to 17	3,415	22.46%	3,937	22.46%	4,244	23.63%	1.18%	23.53%	24.03%	24.65%	93
Totals:	15,204	100.00%	17,531	100.00%	17,957	100.00%		100.00%	100.00%	100.00%	

Age by Generations

Generations	S & H Type	Initial Birth Yr	Final Birth Yr	2010		2020		2025		2030	
Homeland (Z)	Artist	2005	2025	7,933	8.91%	21,753	21.85%	29,184	28.23%	29,983	29.76%
Millennial (Y)	Hero	1982	2004	28,213	31.68%	29,731	29.86%	29,689	28.71%	30,039	29.82%
Gen X (13th)	Nomad	1961	1981	23,763	26.69%	24,541	24.65%	24,454	23.65%	24,296	24.12%
Boom	Prophet	1946	1960	17,264	19.39%	16,693	16.77%	14,939	14.45%	14,168	14.06%
Silent	Artist	1925	1945	10,233	11.49%	5,764	5.79%	4,363	4.22%	1,827	1.81%
GI	Hero	1901	1924	1,641	1.84%	1,075	1.08%	764	0.74%	435	0.43%
Totals:				89,047	100.00%	99,557	100.00%	103,393	100.00%	100,747	100.00%

[For more information on Generational types, click here](#)

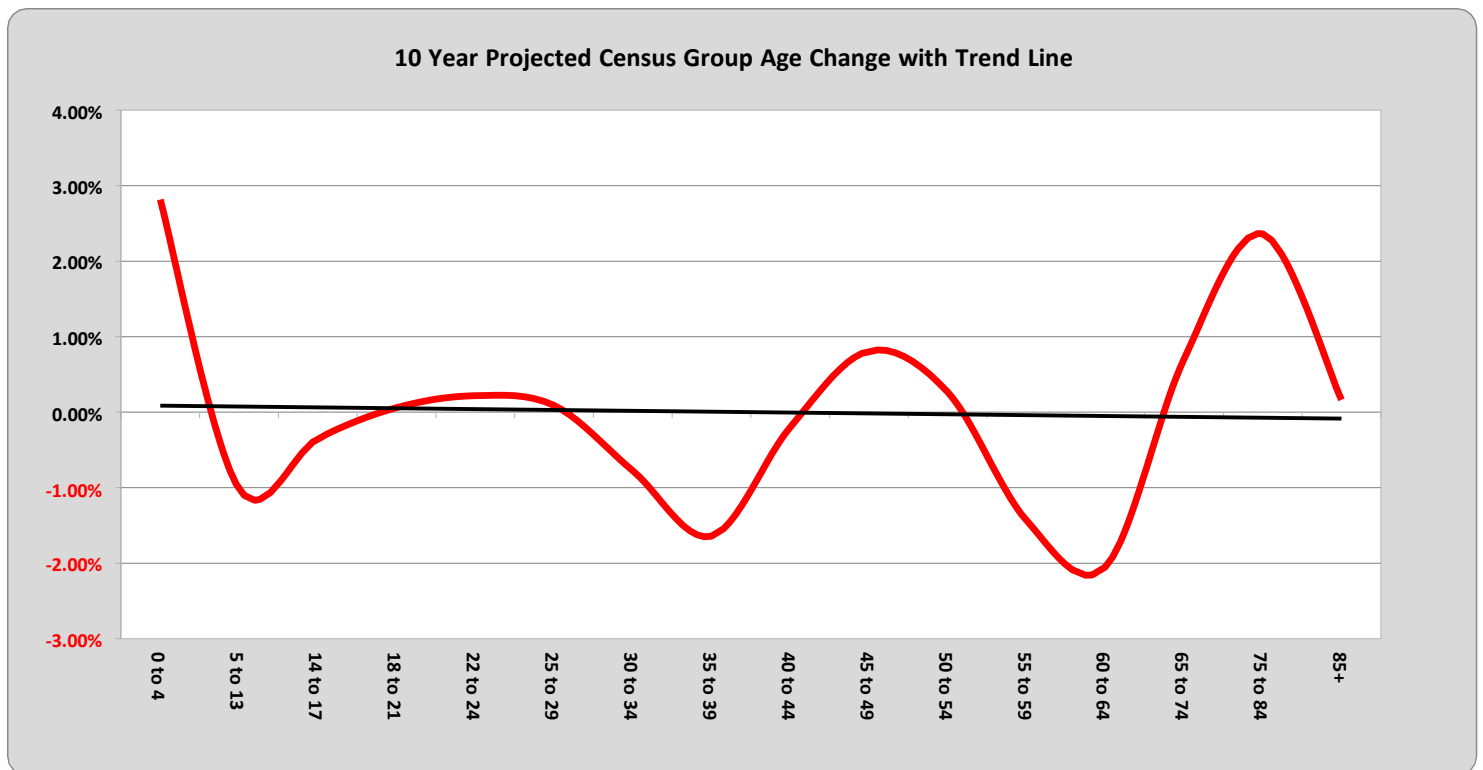
Generations as Percentage of the Population Trends



People by Age

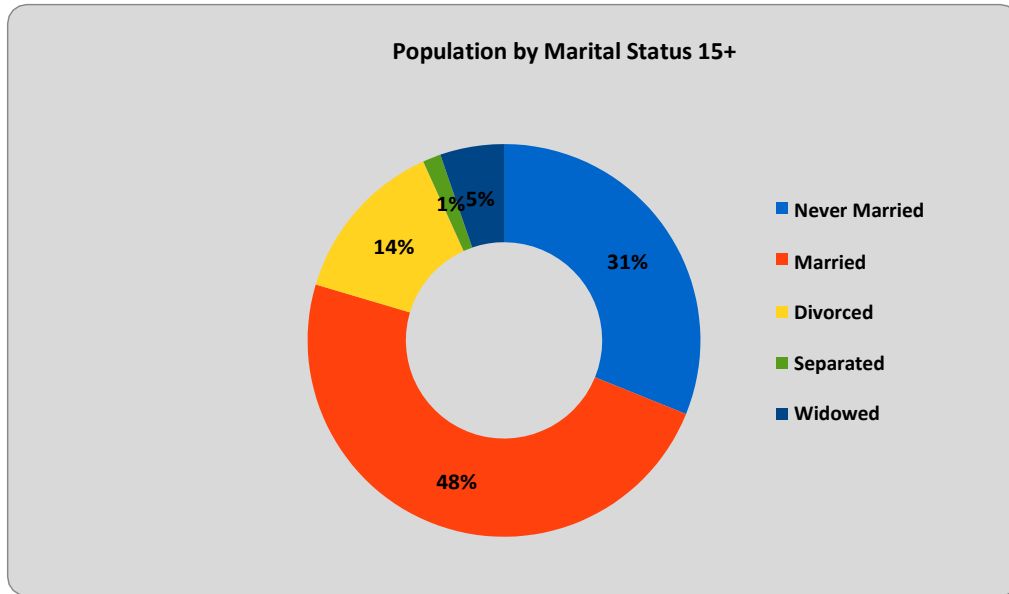
	2010		2020		2025		2030		10 Yr Change
Population by Age Forecast									
0 to 4	6,612	7.43%	3,350	3.49%	3,331	3.33%	6,779	6.30%	2.82%
5 to 13	10,709	12.03%	12,208	12.71%	12,323	12.34%	12,576	11.70%	-1.02%
14 to 17	4,495	5.05%	5,323	5.54%	5,634	5.64%	5,581	5.19%	-0.35%
18 to 21	4,805	5.40%	5,377	5.60%	5,865	5.87%	6,084	5.66%	0.06%
22 to 24	4,028	4.52%	3,710	3.86%	3,910	3.91%	4,388	4.08%	0.22%
25 to 29	6,871	7.72%	5,959	6.21%	6,331	6.34%	6,768	6.29%	0.09%
30 to 34	5,878	6.60%	6,471	6.74%	5,955	5.96%	6,412	5.96%	-0.78%
35 to 39	5,326	5.98%	6,939	7.23%	6,433	6.44%	6,003	5.58%	-1.64%
40 to 44	4,962	5.57%	6,025	6.27%	6,976	6.98%	6,531	6.07%	-0.20%
45 to 49	6,223	6.99%	5,561	5.79%	6,083	6.09%	7,098	6.60%	0.81%
50 to 54	6,596	7.41%	5,223	5.44%	5,574	5.58%	6,133	5.70%	0.26%
55 to 59	5,970	6.70%	6,344	6.61%	5,178	5.18%	5,562	5.17%	-1.43%
60 to 64	4,698	5.28%	6,548	6.82%	6,224	6.23%	5,124	4.77%	-2.05%
65 to 74	6,117	6.87%	10,145	10.57%	11,799	11.81%	12,115	11.27%	0.70%
75 to 84	4,050	4.55%	4,975	5.18%	6,280	6.29%	8,110	7.54%	2.36%
85+	1,707	1.92%	1,864	1.94%	1,987	1.99%	2,262	2.10%	0.16%
Totals:	89,047	100.00%	96,022	100.00%	99,883	100.00%	107,526	100.00%	

Age Category Changes



People by Household Type and Marital Status

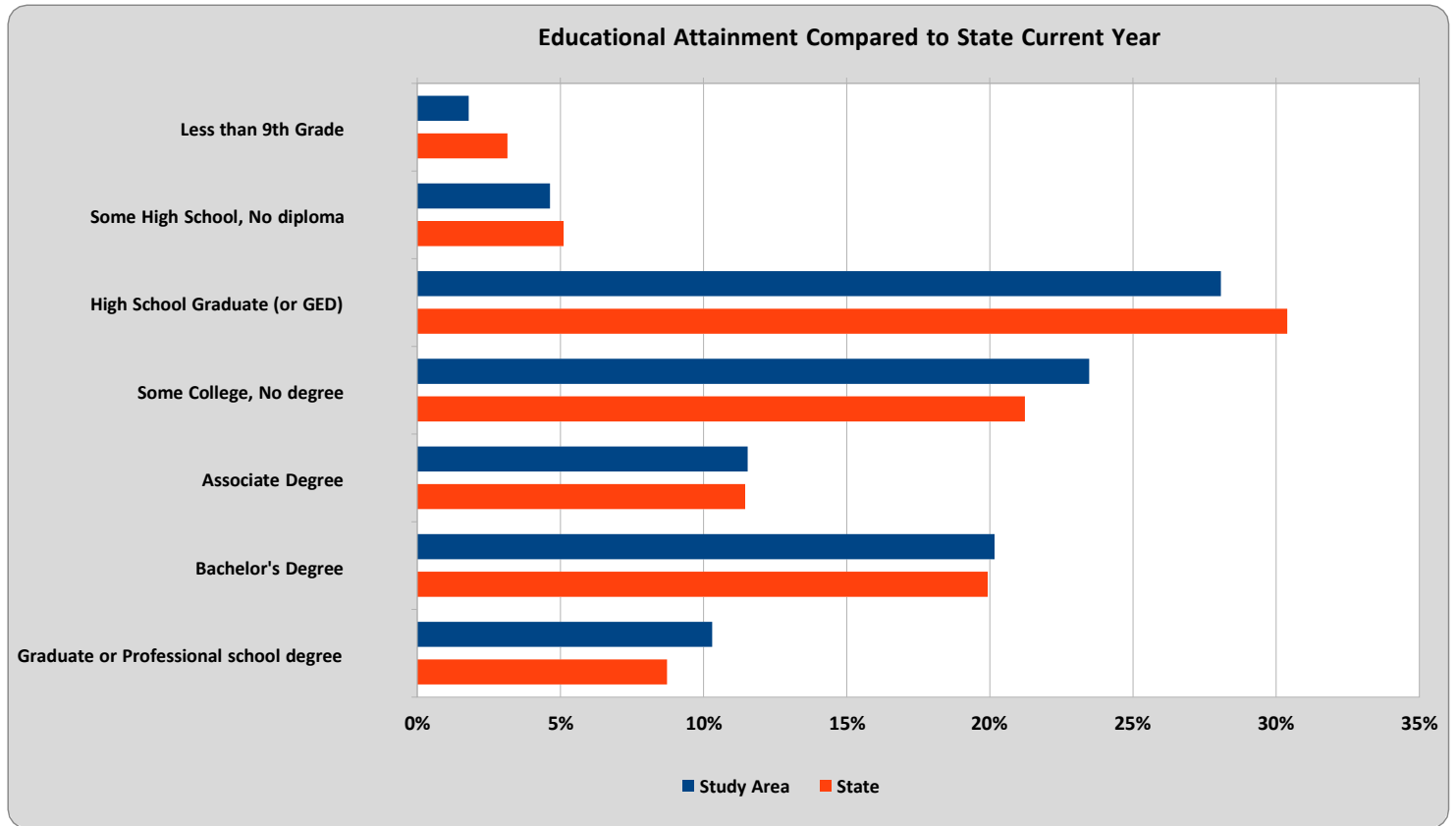
Population by Household Type



Study Area								State of SD		Comp Index
2010			2020		2025		5 Yr Chg	2020		CY
Population by Household Type Trends										
Population in Family Households	69,510	78.06%	77,941	78.29%	81,001	78.34%	0.06%	703,724	78.77%	99
Population in Non-Family Households	17,061	19.16%	18,910	18.99%	19,596	18.95%	-0.04%	154,441	17.29%	110
Population in Group Quarters	2,478	2.78%	2,707	2.72%	2,796	2.70%	-0.01%	35,277	3.95%	69
Totals:	89,049	100.00%	99,558	100.00%	103,393	100.00%		893,442	100.00%	
Population by Marital Status 15+										
Never Married	20,359	28.38%	24,611	31.12%	25,956	31.33%	0.21%	215,754	30.01%	104
Married	37,576	52.39%	38,336	48.48%	39,831	48.08%	-0.40%	377,838	52.55%	92
Divorced	8,901	12.41%	10,792	13.65%	11,412	13.78%	0.13%	74,927	10.42%	131
Separated	1,059	1.48%	1,177	1.49%	1,186	1.43%	-0.06%	7,837	1.09%	137
Widowed	3,833	5.34%	4,163	5.26%	4,453	5.38%	0.11%	42,612	5.93%	89
Totals:	71,728	100.00%	79,079	100.00%	82,838	100.00%		718,968	100.00%	
Population by Marital Status Single Female 15+										
Divorced	5,121	29.81%	5,444	27.56%				38,593	22.94%	120
Never Married	8,964	52.18%	10,919	55.29%				95,979	57.06%	97
Widowed	3,094	18.01%	3,387	17.15%				33,628	19.99%	86
Totals:	17,179	100.00%	19,750	100.00%				168,200	100.00%	
Population by Marital Status Single Male 15+										
Divorced	3,780	23.75%	5,348	26.99%				36,334	22.01%	123
Never Married	11,395	71.61%	13,692	69.10%				119,775	72.55%	95
Widowed	738	4.64%	776	3.92%				8,984	5.44%	72
Totals:	15,913	100.00%	19,816	100.00%				165,093	100.00%	
Population by Group Quarters										
Institutionalized	1,336	53.91%	1,330	54.22%				14,663	43.43%	125
Non-institutionalized: College	659	26.59%	657	26.78%				10,247	30.35%	88
Non-institutionalized: Military	5	0.20%	1	0.04%				595	1.76%	2
Non-institutionalized: Other	478	19.29%	465	18.96%				8,258	24.46%	78
Totals:	2,478	100.00%	2,453	100.00%				33,763	100.00%	

People by Education and School Enrollment

Population by Educational Attainment: 25+

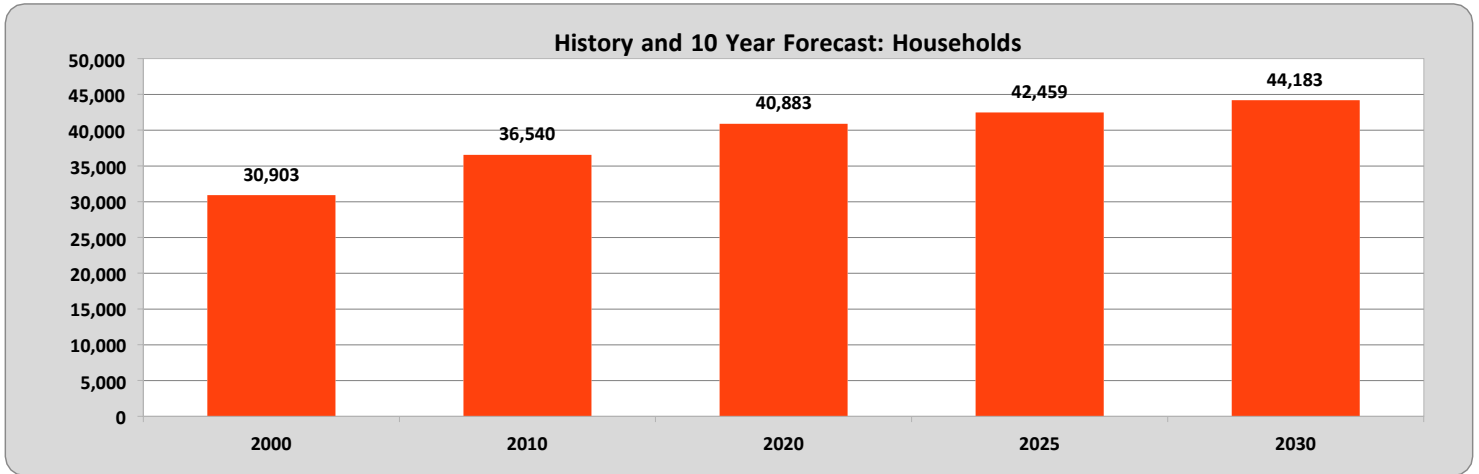


	Study Area							SD 2020	Comp Index CY
	2010		2020		2025		5 Yr Chg		
Population by Educational Attainment: 25+									
Less than 9th grade	1,151	1.97%	1,188	1.80%	1,217	1.77%	-0.03%	3.15%	57
Some High School, No diploma	3,582	6.13%	3,063	4.64%	3,236	4.70%	0.07%	5.12%	91
High School Graduate (or GED)	16,524	28.29%	18,544	28.07%	19,328	28.08%	0.01%	30.39%	92
Some College, No degree	14,939	25.58%	15,507	23.48%	15,677	22.78%	-0.70%	21.23%	111
Associate Degree	5,691	9.74%	7,624	11.54%	8,077	11.74%	0.19%	11.46%	101
Bachelor's Degree	10,788	18.47%	13,323	20.17%	14,038	20.40%	0.23%	19.93%	101
Graduate or Professional School	5,726	9.80%	6,807	10.30%	7,248	10.53%	0.23%	8.73%	118
Totals:	58,401	100.00%	66,056	100.00%	68,821	100.00%		100.00%	
Population: Currently Enrolled in Education									
High School			4,759	25.63%					
Kindergarten/Elementary School			12,203	65.73%					
Nursery School/Preschool			1,603	8.63%					
Totals:			18,565	100.00%					

Households and Change

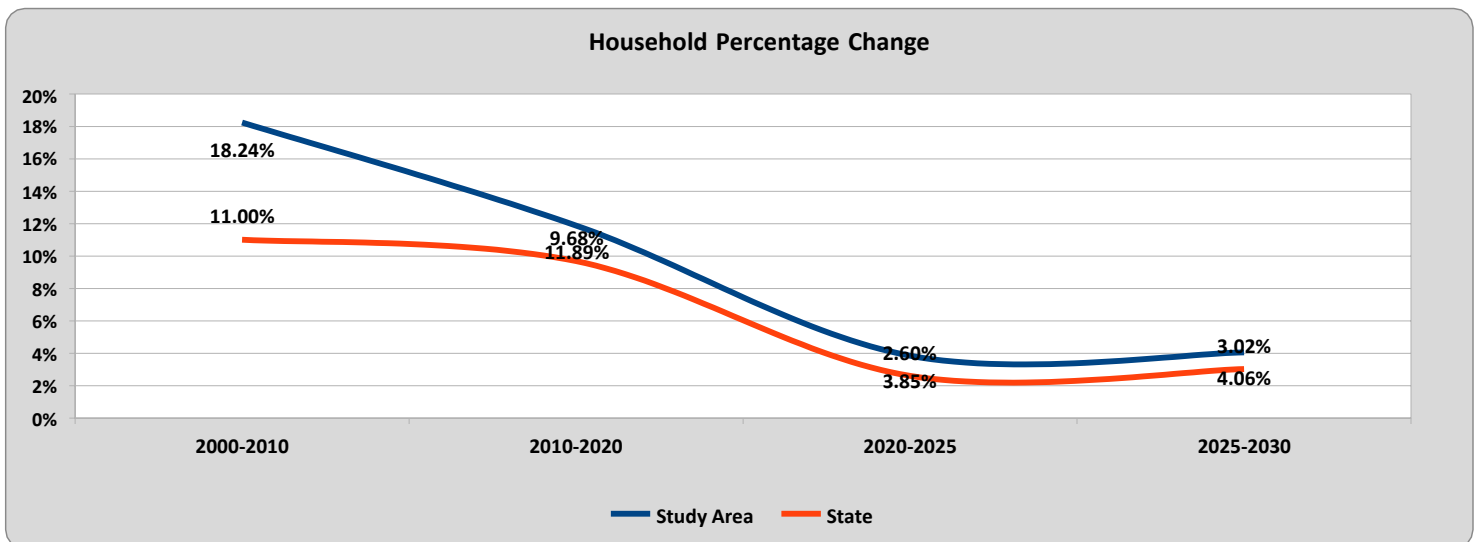
A household is defined as all people who occupy a housing unit. It includes two sub-categories: family households and non-family households. Group quarters are not included in this report.

Household History with 5 and 10 Year Projected Change



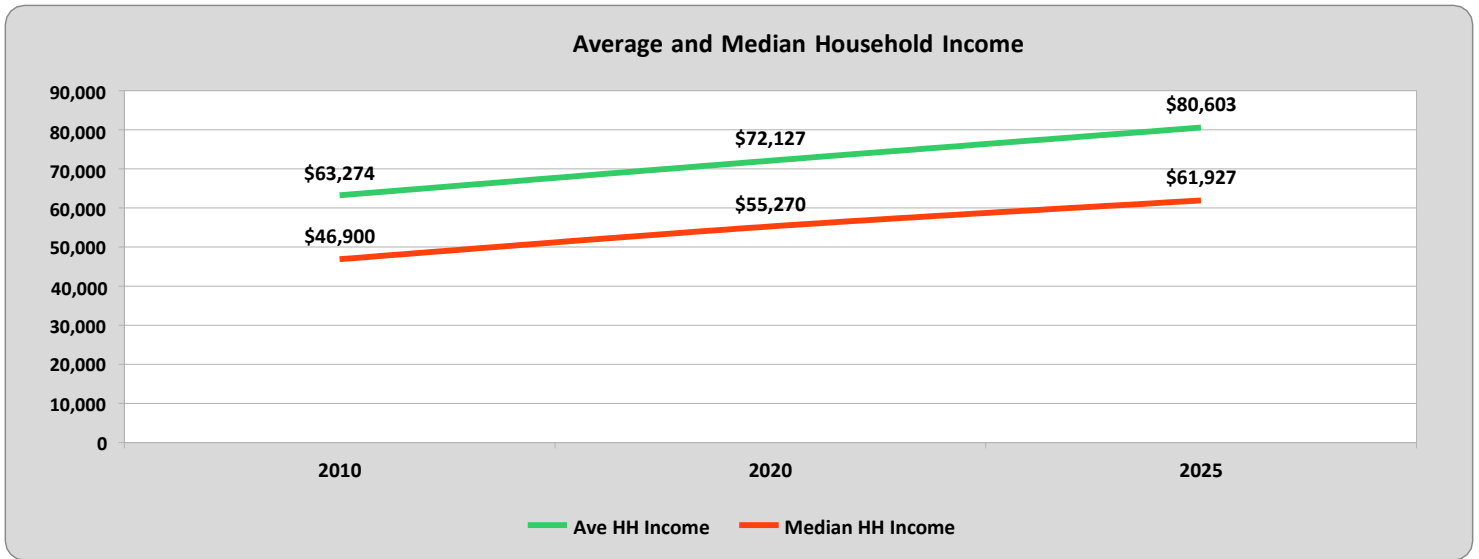
Household Trends	2000	2010	2020	2025	2030
Study Area Households	30,903	36,540	40,883	42,459	44,183
Households Change		5,637	4,343	1,576	1,724
Percent Change		18.24%	11.89%	3.85%	4.06%
State Households	290,334	322,282	353,494	362,687	373,658
Households Change		31,948	31,212	9,193	10,971
Percent Change		11.00%	9.68%	2.60%	3.02%
Population / Households	2.55	2.44	2.44	2.44	2.43
Population / Households Change		-0.12	0.00	0.00	0.00
Percent Change		-4.62%	-0.08%	-0.00%	-0.06%

Projected Percentage Household Change: Comparison of Study Area to State



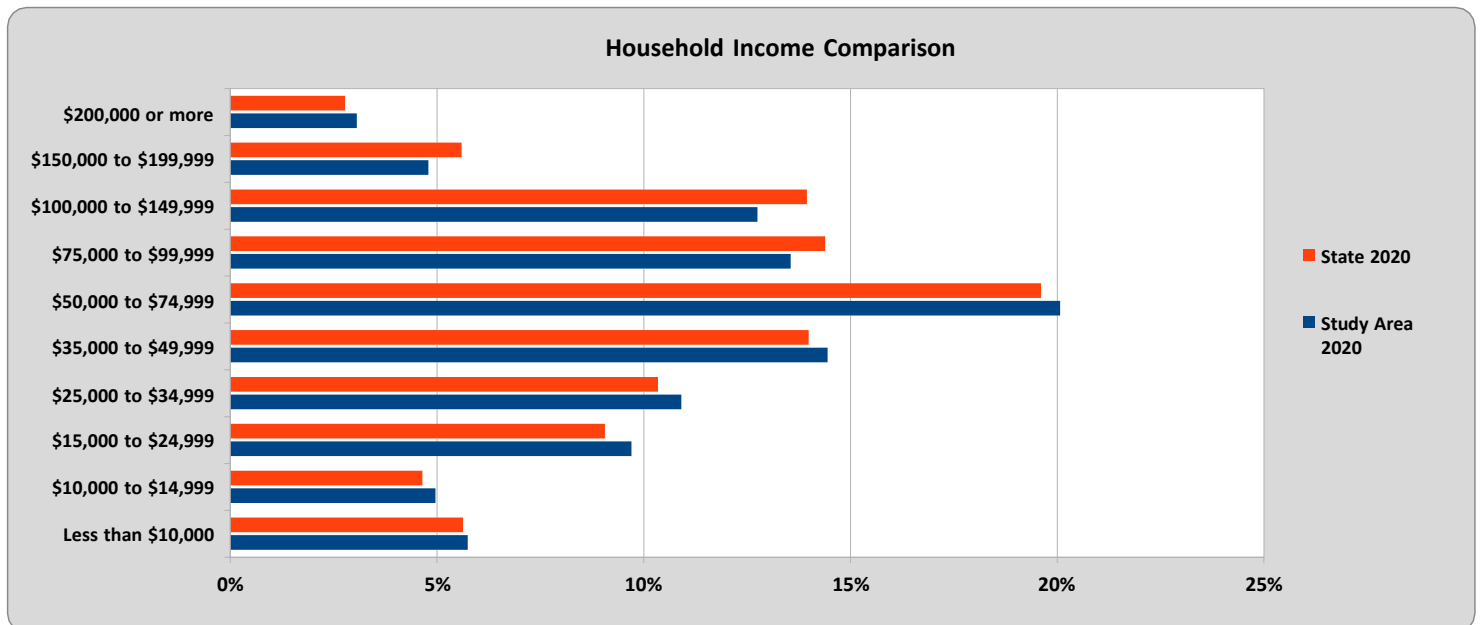
Households by Income

Average and Median Household Income Trends



Household Income Trends	2010	2020	2025
Study Area: Average HH Income	63,274	72,127	80,603
Households Change		8,852	8,476
Percent Change		13.99%	11.75%
Study Area: Median HH Income	46,900	55,270	61,927
Per Capita Income	25,964	29,618	33,100
Per Capita Income Change		3,655	3,481
Percent Change		14.08%	11.75%
State Average HH Income	59,991	74,750	83,400
Households Change		14,758	8,650
Percent Change		24.60%	11.57%
Average HH Income Comparative Index	105	96	97

Current Year Estimated Household Income Comparison to State

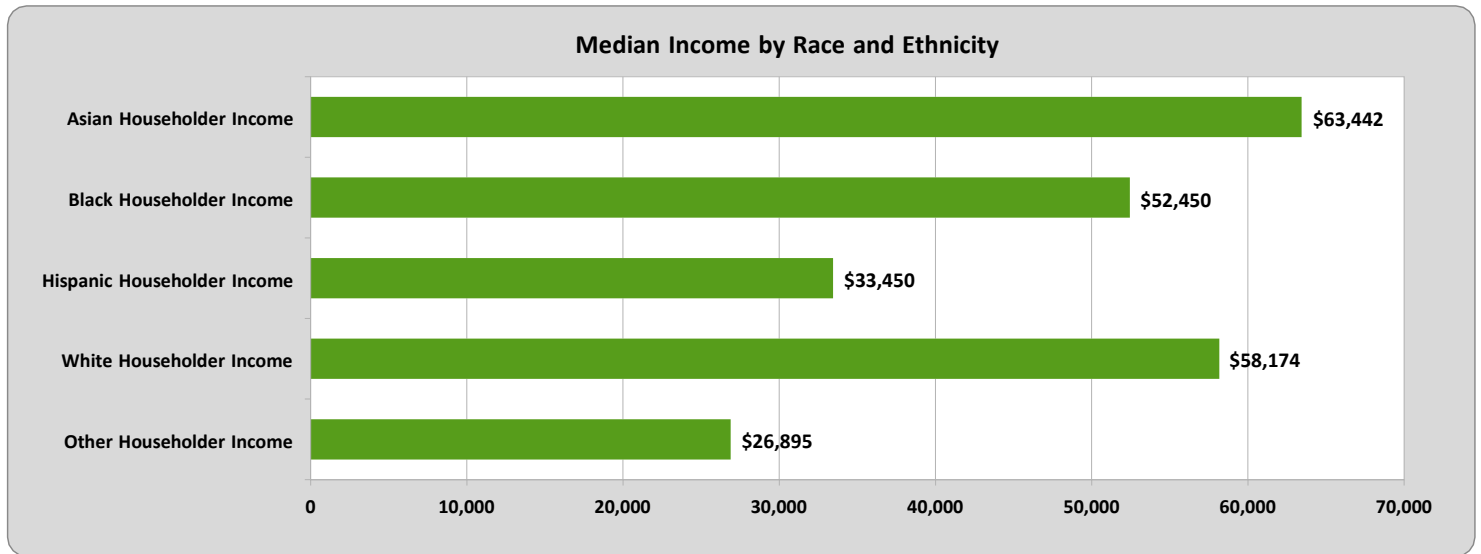


Households by Income

	Study Area							SD	Comp Index
	2010		2020		2025		5 Yr Chg	2020	CY
Household Income Forecast by Category									
Less than \$10,000	2,628	7.19%	2,348	5.74%	2,183	5.14%	-0.60%	5.63%	102
\$10,000 to \$14,999	2,083	5.70%	2,030	4.97%	1,746	4.11%	-0.85%	4.65%	107
\$15,000 to \$24,999	3,972	10.87%	3,967	9.70%	3,676	8.66%	-1.05%	9.06%	107
\$25,000 to \$34,999	4,978	13.62%	4,460	10.91%	3,936	9.27%	-1.64%	10.35%	105
\$35,000 to \$49,999	5,809	15.90%	5,907	14.45%	5,736	13.51%	-0.94%	13.99%	103
\$50,000 to \$74,999	7,528	20.60%	8,206	20.07%	8,285	19.51%	-0.56%	19.61%	102
\$75,000 to \$99,999	4,475	12.25%	5,542	13.56%	5,999	14.13%	0.57%	14.39%	94
\$100,000 to \$149,999	3,237	8.86%	5,213	12.75%	6,310	14.86%	2.11%	13.95%	91
\$150,000 to \$199,999	729	2.00%	1,960	4.79%	2,552	6.01%	1.22%	5.60%	86
\$200,000 or more	1,101	3.01%	1,251	3.06%	2,037	4.80%	1.74%	2.78%	110
Totals:	36,540	100.00%	40,884	100.00%	42,460	100.00%		100.00%	
Family Income Forecast by Category									
Less than \$10,000			1,120	4.31%	1,144	4.22%	-0.0008617	3.72%	116
\$10,000 to \$14,999			775	2.98%	794	2.93%	-0.05%	2.33%	128
\$15,000 to \$24,999			1,778	6.84%	1,830	6.75%	-0.09%	5.95%	115
\$25,000 to \$34,999			2,054	7.90%	2,334	8.61%	0.71%	7.79%	101
\$35,000 to \$49,999			3,467	13.33%	3,600	13.28%	-0.05%	12.16%	110
\$50,000 to \$74,999			5,233	20.12%	5,427	20.02%	-0.10%	20.46%	98
\$75,000 to \$99,999			4,208	16.18%	4,352	16.05%	-0.13%	17.78%	91
\$100,000 to \$149,999			4,502	17.31%	4,665	17.21%	-0.10%	18.48%	94
\$150,000 to \$199,999			1,722	6.62%	1,777	6.55%	-0.07%	7.57%	87
\$200,000 or more			1,153	4.43%	1,189	4.39%	-0.05%	3.77%	118
Totals:			26,012	100.00%	27,112	100.00%		100.00%	
Non-family Income Forecast by Category									
Less than \$10,000			1,010	6.79%	949	6.18%	-0.61%	6.45%	105
\$10,000 to \$14,999			898	6.04%	771	5.02%	-1.01%	5.62%	107
\$15,000 to \$24,999			1,607	10.81%	1,498	9.76%	-1.05%	10.30%	105
\$25,000 to \$34,999			1,568	10.54%	1,298	8.46%	-2.09%	9.36%	113
\$35,000 to \$49,999			2,242	15.08%	2,197	14.31%	-0.76%	14.98%	101
\$50,000 to \$74,999			2,966	19.94%	3,052	19.89%	-0.06%	19.73%	101
\$75,000 to \$99,999			1,849	12.43%	2,034	13.25%	0.82%	13.75%	90
\$100,000 to \$149,999			1,710	11.50%	2,067	13.47%	1.97%	12.56%	92
\$150,000 to \$199,999			645	4.34%	828	5.39%	1.06%	4.76%	91
\$200,000 or more			377	2.53%	654	4.26%	1.73%	2.48%	102
Totals:			14,872	100.00%	15,348	100.00%		100.00%	
	Study Area							SD	Comp Index
	2020		2025		5 Yr Chg			2020	CY
Household Income									
Median			55,270		61,927		6657	58,055	95
Family Median			68,210		67,753		-457	71,850	95

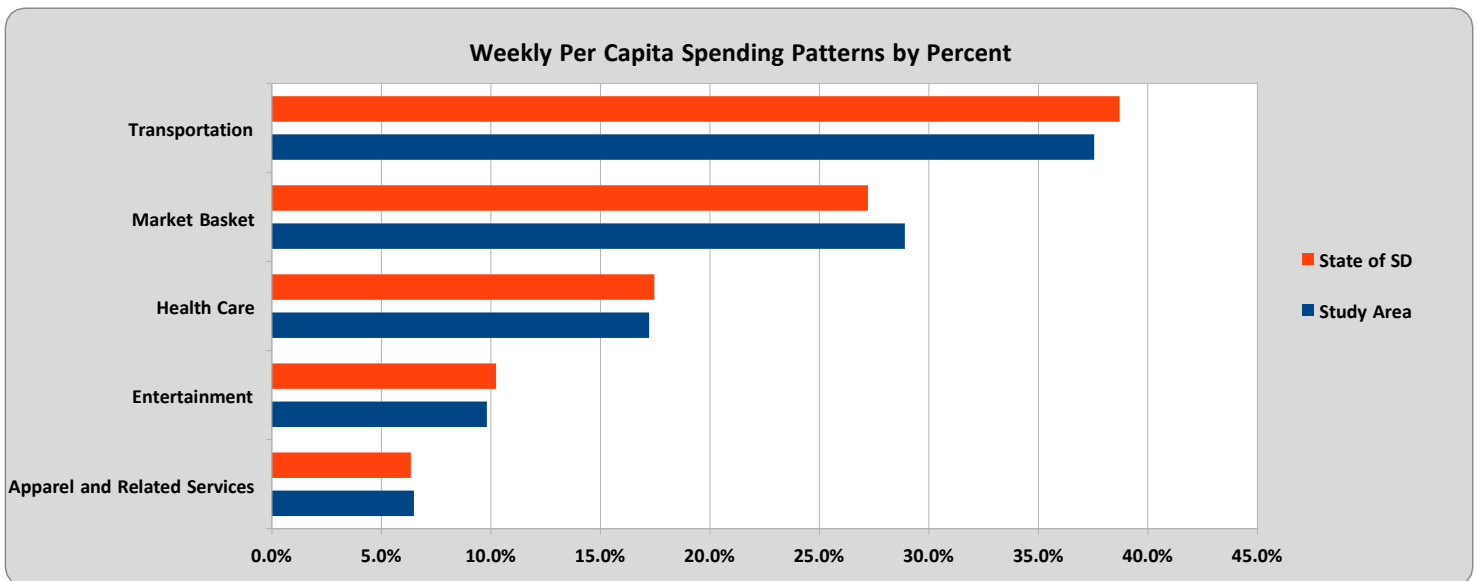
Households by Income

Median Income by Race and Ethnicity: 2020



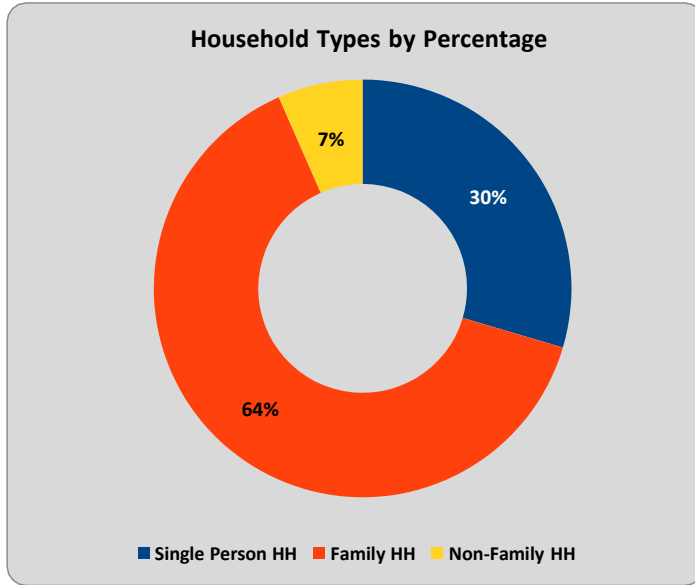
	Study Area	State of SD	Comp Index CY
2020 Median Income by Race and Ethnicity: Compared to State			
Asian Householder Income	63,442	52,372	121
Black Householder Income	52,450	35,336	148
Hispanic Householder Income	33,450	45,361	74
White Householder Income	58,174	60,770	96
Other Householder Income	26,895	32,353	83

Spending Patterns: Weekly Per Capita Consumer Expenditures

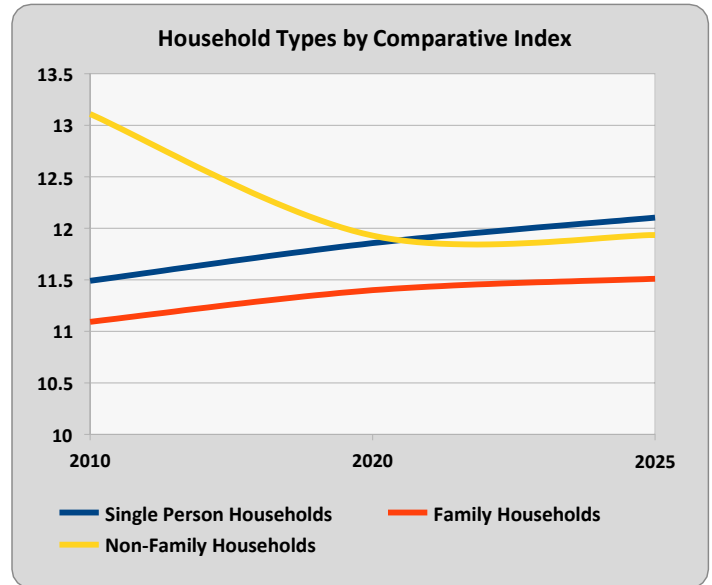


Households by Structure

Single, Family and Non-Family Households: 2020



Household Type Trends Compared to State



Household Type Trends	Study Area			State of SD		
	2010	2020	2025	2010	2020	2025
Single Person Households	10,874	12,093	12,555	94,638	101,996	103,729
Change		1,219	462		7,358	1,733
Percent Change		11.21%	3.82%		7.77%	1.70%
Family Households	22,955	26,012	27,110	206,964	228,210	235,548
Change		3,057	1,098		21,246	7,338
Percent Change		13.32%	4.22%		10.27%	3.22%
Non-Family Households	2,711	2,778	2,794	20,680	23,288	23,410
Change		67	16		2,608	122
Percent Change		2.47%	0.58%		12.61%	0.52%

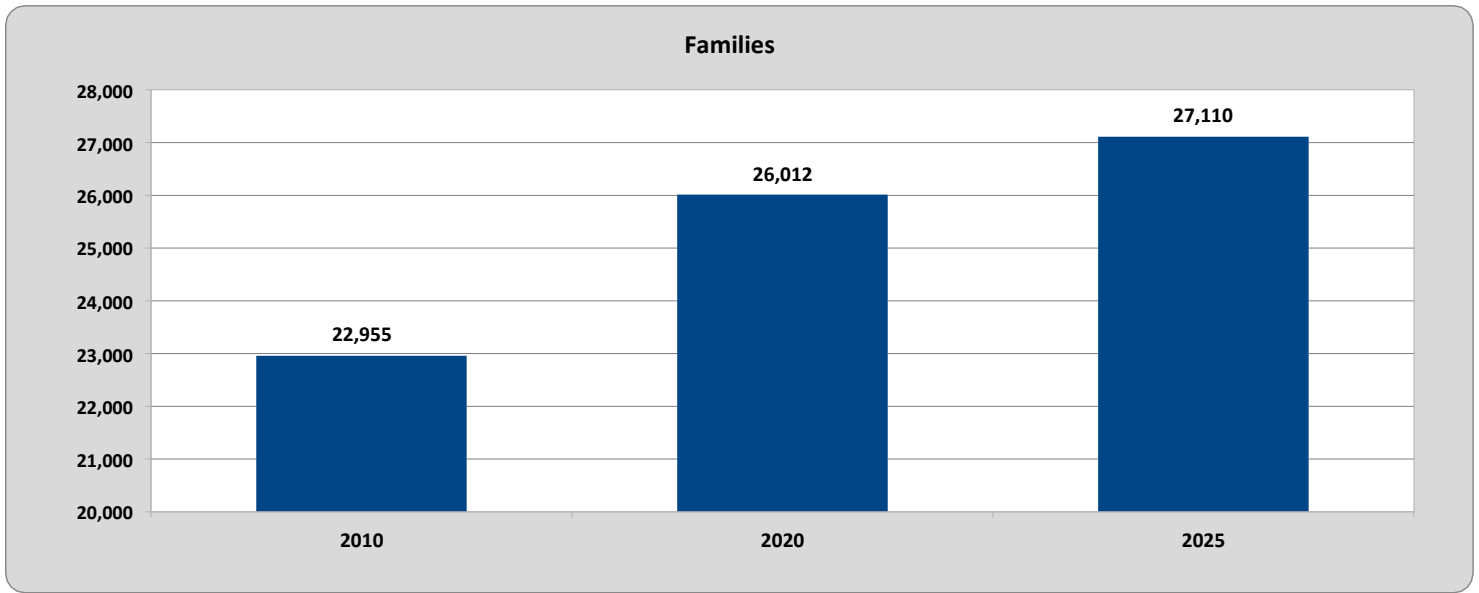
Households by Structure

	Study Area							SD	Comp Index
	2010		2020		2025		5 Yr Chg	2020	CY
Households by Size									
1-person household	10,874	29.76%	12,093	29.58%	12,555	29.57%	-0.01%	28.85%	103
2-person household	13,081	35.80%	14,623	35.77%	15,170	35.73%	-0.04%	35.94%	100
3-person household	5,400	14.78%	6,058	14.82%	6,290	14.81%	-0.00%	13.98%	106
4-person household	4,246	11.62%	4,797	11.73%	5,000	11.78%	0.04%	11.83%	99
5-person household	1,914	5.24%	2,163	5.29%	2,264	5.33%	0.04%	5.87%	90
6-person household	677	1.85%	759	1.86%	781	1.84%	-0.02%	2.18%	85
7-or-more person household	349	0.96%	389	0.95%	398	0.94%	-0.01%	1.34%	71
Totals:	36,541	100.00%	40,882	100.00%	42,458	100.00%		100.00%	
Non-Family Households by Size									
1-person household	10,874	80.04%	12,093	81.33%				81.41%	100
2-person household	2,202	16.21%	526	3.54%				3.71%	95
3-person household	330	2.43%	2,027	13.63%				12.73%	107
4-person household	127	0.93%	60	0.40%				0.69%	58
5-person household	41	0.30%	61	0.41%				0.52%	79
6-person household	7	0.05%	50	0.34%				0.48%	71
7-or-more person household	4	0.03%	52	0.35%				0.47%	75
Totals:	13,585	100.00%	14,869	100.00%				100.00%	
Single by Gender or Family Households									
Female Householder	4,496	19.59%	5,134	19.74%				14.72%	134
Male Householder	1,887	8.22%	1,761	6.77%				6.83%	99
Married Couple	16,572	72.19%	19,117	73.49%				78.45%	94
Totals:	22,955	100.00%	26,012	100.00%				100.00%	
Non-Family Households by Gender									
Female Not living alone	1,038	7.64%	339	2.28%				2.21%	103
Male Not living alone	1,673	12.32%	2,439	16.40%				16.38%	100
Female Living alone	5,907	43.48%	12,037	80.94%				80.89%	100
Male Living alone	4,967	36.56%	56	0.38%				0.52%	72
Totals:	13,585	100.00%	14,871	100.00%				100.00%	
2020: Owner Households by Number of Vehicles									
No vehicle available			607	2.31%				1.86%	124
1 vehicle available			5,399	20.59%				19.09%	108
2 vehicles available			10,996	41.94%				40.40%	104
3 vehicles available			6,400	24.41%				24.53%	99
4 vehicles available			1,852	7.06%				9.05%	78
5+ vehicles available			967	3.69%				5.06%	73
Totals:			26,221	100.00%				100.00%	
2020: Renter Households by Number of Vehicles									
No vehicle available			1,695	11.56%				12.24%	94
1 vehicle available			7,291	49.73%				48.58%	102
2 vehicles available			4,489	30.62%				28.85%	106
3 vehicles available			908	6.19%				6.78%	91
4 vehicles available			163	1.11%				2.25%	49
5+ vehicles available			116	0.79%				1.30%	61
Totals:			14,662	100.00%				100.00%	

Family Households

Family households with or without children are changing. The traditional married couple structure is evolving into many different family expressions. These data provide an insight into the family structures within the study area and then compares those structures to the state.

Family Trends

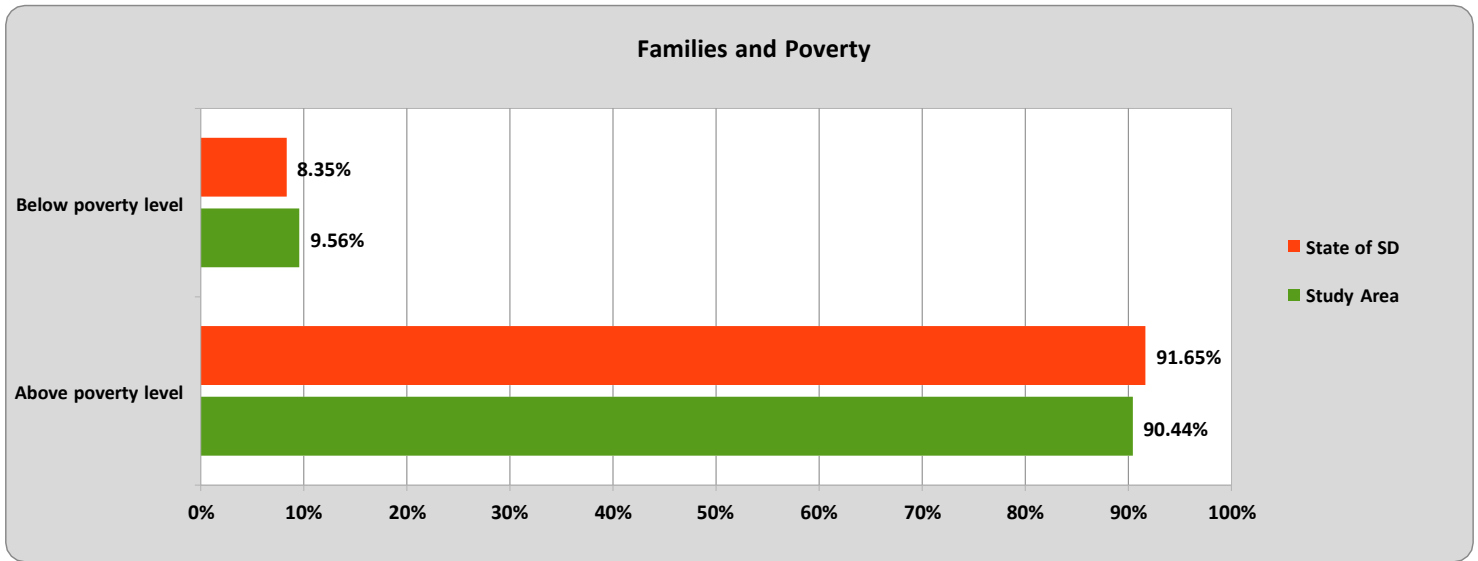


	2010	2020	2025
Study Area Family Households	22,955	26,012	27,110
Family Households Change		3,057	1,098
Percent Change		13.32%	4.22%
State Family Households	206,964	228,210	235,548
Family Households Change		21,246	7,338
Percent Change		10.27%	3.22%

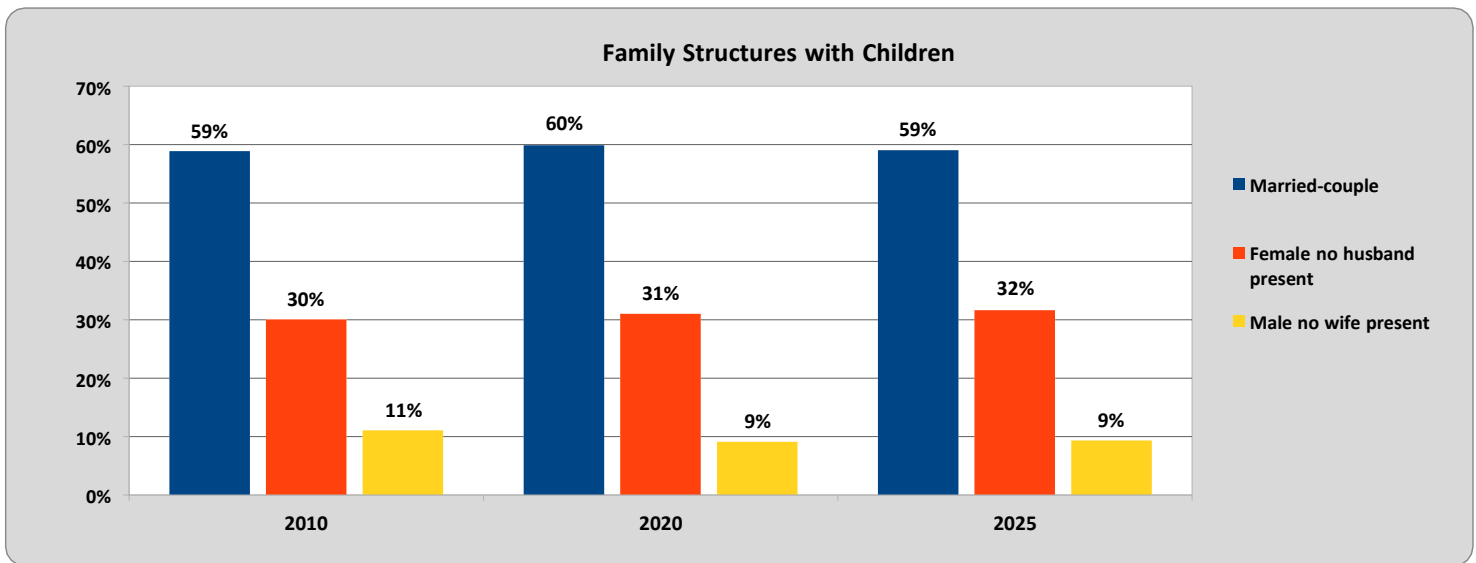
	Study Area							SD	Comp Index
	2010		2020		2025		5 Yr Chg	2020	CY
Family Households by Size									
2-person household	10,879	47.39%	13,323	51.22%	13,965	51.51%	0.29%	49.51%	103
3-person household	5,070	22.09%	5,476	21.05%	5,623	20.74%	-0.31%	19.25%	109
4-person household	4,119	17.94%	4,095	15.74%	4,208	15.52%	-0.22%	16.98%	93
5-person household	1,873	8.16%	2,135	8.21%	2,244	8.28%	0.07%	8.85%	93
6-person household	670	2.92%	635	2.44%	695	2.56%	0.12%	3.33%	73
7-or-more person household	345	1.50%	348	1.34%	375	1.38%	0.05%	2.07%	65
Totals:	22,956	100.00%	26,012	100.00%	27,110	100.00%		100.00%	

Family Households

Families in Poverty Compared to State



Families with Children by Type

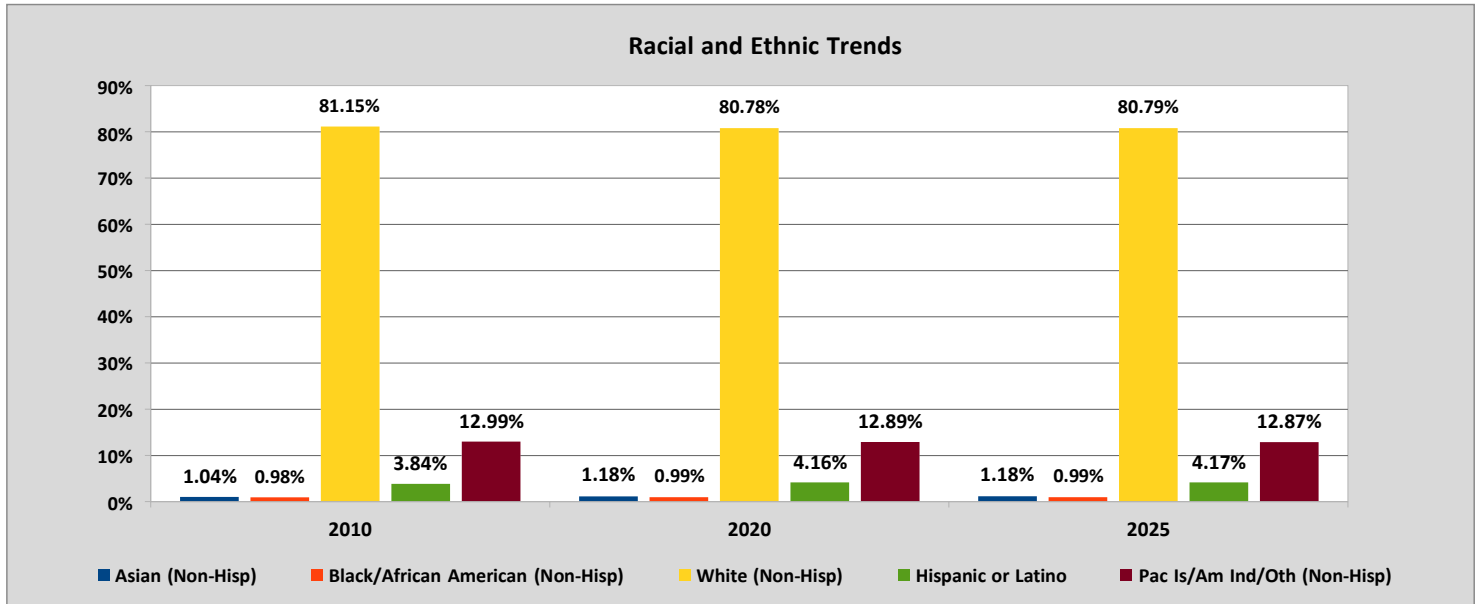


	Study Area							SD 2020	Comp Index CY
	2010		2020		2025	5 Yr Chg			
Families with Children by Type									
Married-couple	6,667	58.86%	6,607	59.88%	6,637	59.03%	-0.86%	69.12%	87
Female no husband present	3,405	30.06%	3,423	31.03%	3,558	31.64%	0.62%	21.95%	141
Male no wife present	1,254	11.07%	1,003	9.09%	1,049	9.33%	0.24%	8.93%	102
Totals:	11,326	100.00%	11,033	100.00%	11,244	100.00%		100.00%	
Families with No Children by Type									
Married-couple	9,906	85.18%	12,510	83.52%	13,202	83.21%	-0.30%	85.64%	98
Female no husband present	1,091	9.38%	1,711	11.42%	1,843	11.62%	0.19%	9.15%	125
Male no wife present	633	5.44%	758	5.06%	820	5.17%	0.11%	5.21%	97
Totals:	11,630	100.00%	14,979	100.00%	15,865	100.00%		100.00%	

Diversity: Race and Ethnicity

The diversity of a community is shaped by the racial/ethnicity of the people who reside in it but also people's age, income and education, career choices and geographic location.

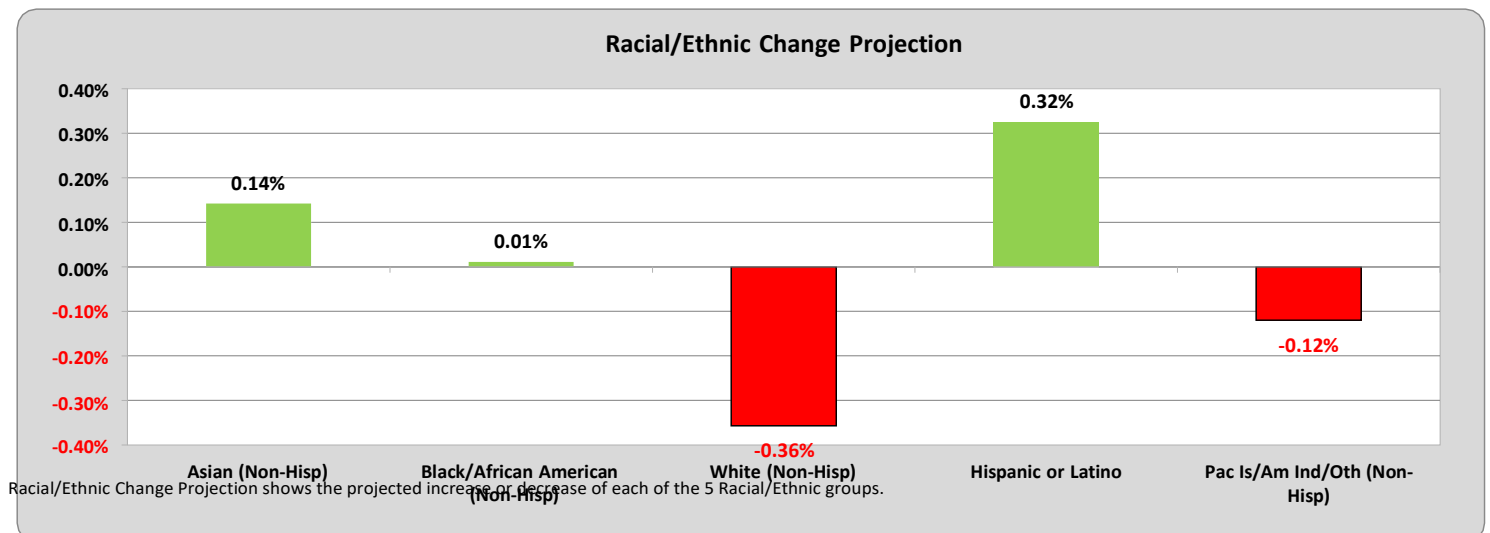
Racial Ethnic Trend Projections



	Study Area							SD	Comp Index
	2010		2020		2025		5 Yr Chg	2020	CY
Racial/Ethnic Trends									
Asian (Non-Hisp)	926	1.04%	1,173	1.18%	1,222	1.18%	0.00%	1.15%	103
Black/African American (Non-Hisp)	869	0.98%	982	0.99%	1,020	0.99%	0.00%	1.46%	67
White (Non-Hisp)	72,261	81.15%	80,421	80.78%	83,531	80.79%	0.01%	84.30%	96
Hispanic or Latino	3,422	3.84%	4,144	4.16%	4,308	4.17%	0.00%	3.08%	135
Pac Is/Am Ind/Oth (Non-Hisp)	11,571	12.99%	12,837	12.89%	13,311	12.87%	-0.02%	10.01%	129
Totals:	89,049	100.00%	99,557	100.00%	103,392	100.00%		100.00%	

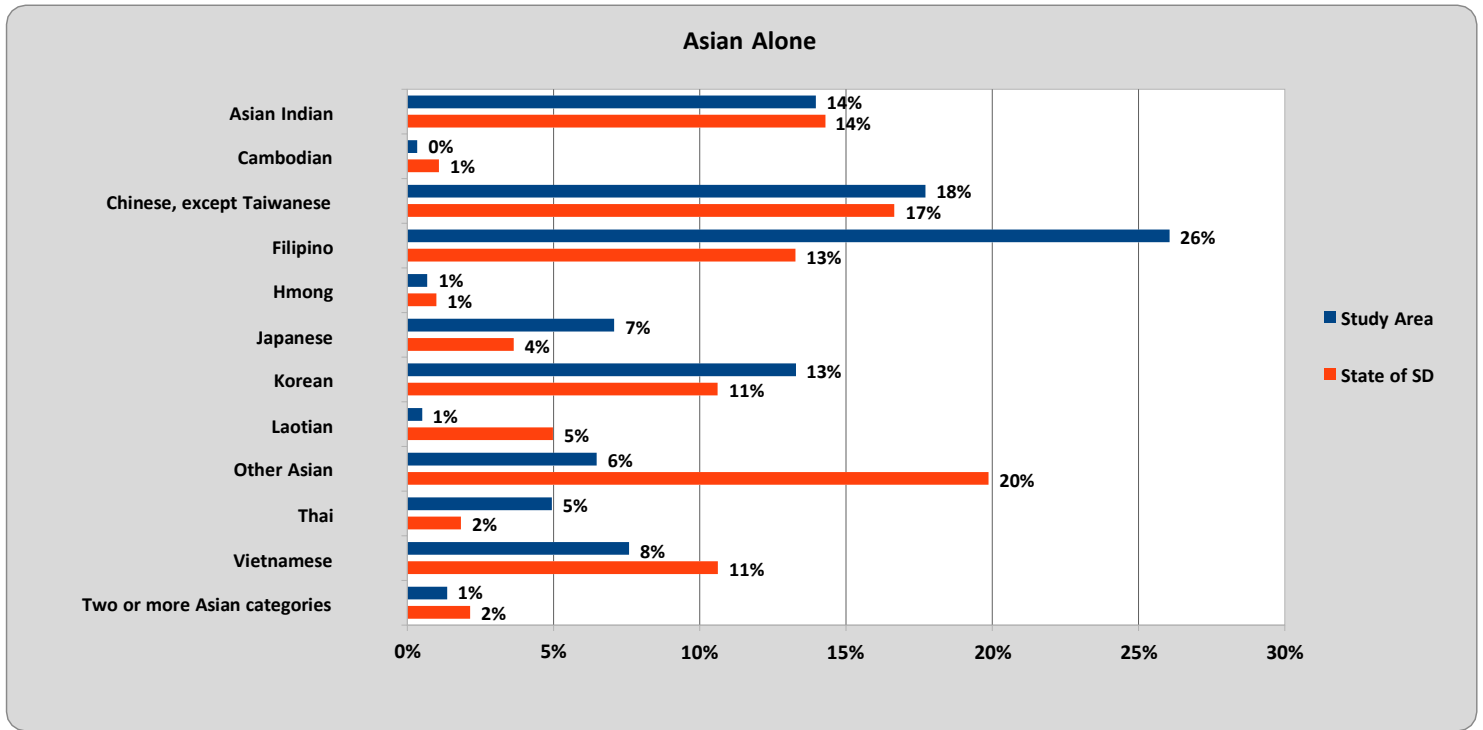
NOTE: Race and ethnicity breakouts are based upon Census Bureau categories. Only those groups for which the Bureau provides extended detail can be reported.

Racial/Ethnic Change Projection from Census 2010 to 2025



Diversity: Race and Ethnicity

Estimated Current Year Asian Alone Population

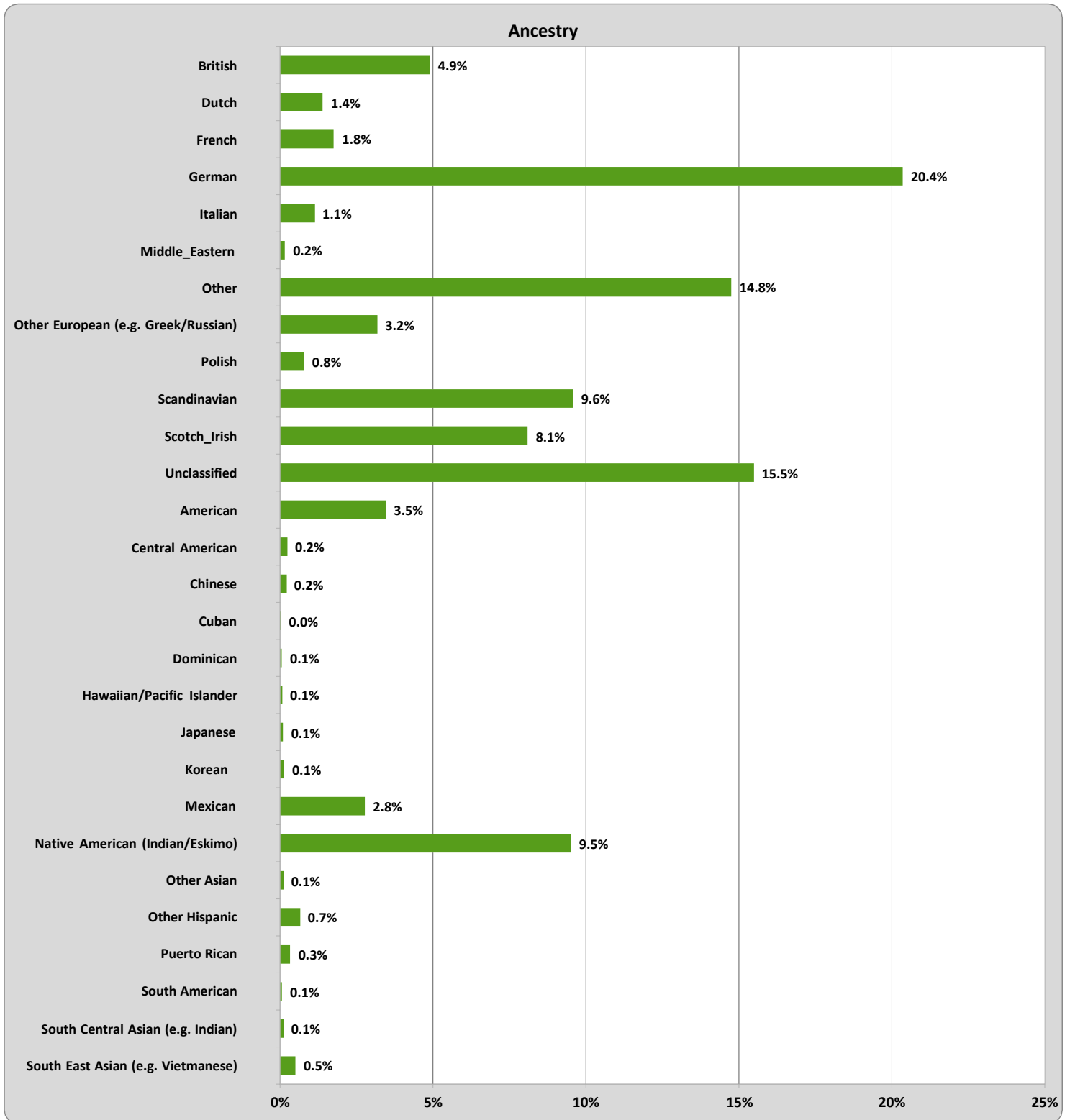


Population: Asian Alone	Study Area		State of SD		Comp Index CY
	2020		2020		
Asian Indian	164	13.97%	1,465	14.30%	98
Cambodian	4	0.34%	111	1.08%	31
Chinese, except Taiwanese	208	17.72%	1,706	16.65%	106
Filipino	306	26.06%	1,360	13.27%	196
Hmong	8	0.68%	102	1.00%	68
Japanese	83	7.07%	373	3.64%	194
Korean	156	13.29%	1,087	10.61%	125
Laotian	6	0.51%	510	4.98%	10
Other Asian	76	6.47%	2,036	19.87%	33
Thai	58	4.94%	188	1.83%	269
Vietnamese	89	7.58%	1,088	10.62%	71
Two or more Asian categories	16	1.36%	220	2.15%	63
Totals:	1,174	100.00%	10,246	100.00%	

Population: Hispanic or Latino by Origin	Study Area				State of SD				Comp Index CY
	2010		2020		2010		2020		
Cuban	49	1.43%	58	1.40%	265	1.20%	332	1.21%	117
Mexican	2,376	69.43%	2,892	69.79%	13,839	62.57%	17,302	62.96%	112
Other Hispanic or Latino	712	20.81%	847	20.44%	6,532	29.53%	8,022	29.19%	69
Puerto Rican	285	8.33%	347	8.37%	1,483	6.70%	1,824	6.64%	125
Totals:	3,422	100.00%	4,144	100.00%	22,119	100.00%	27,480	100.00%	

Diversity: Ancestry

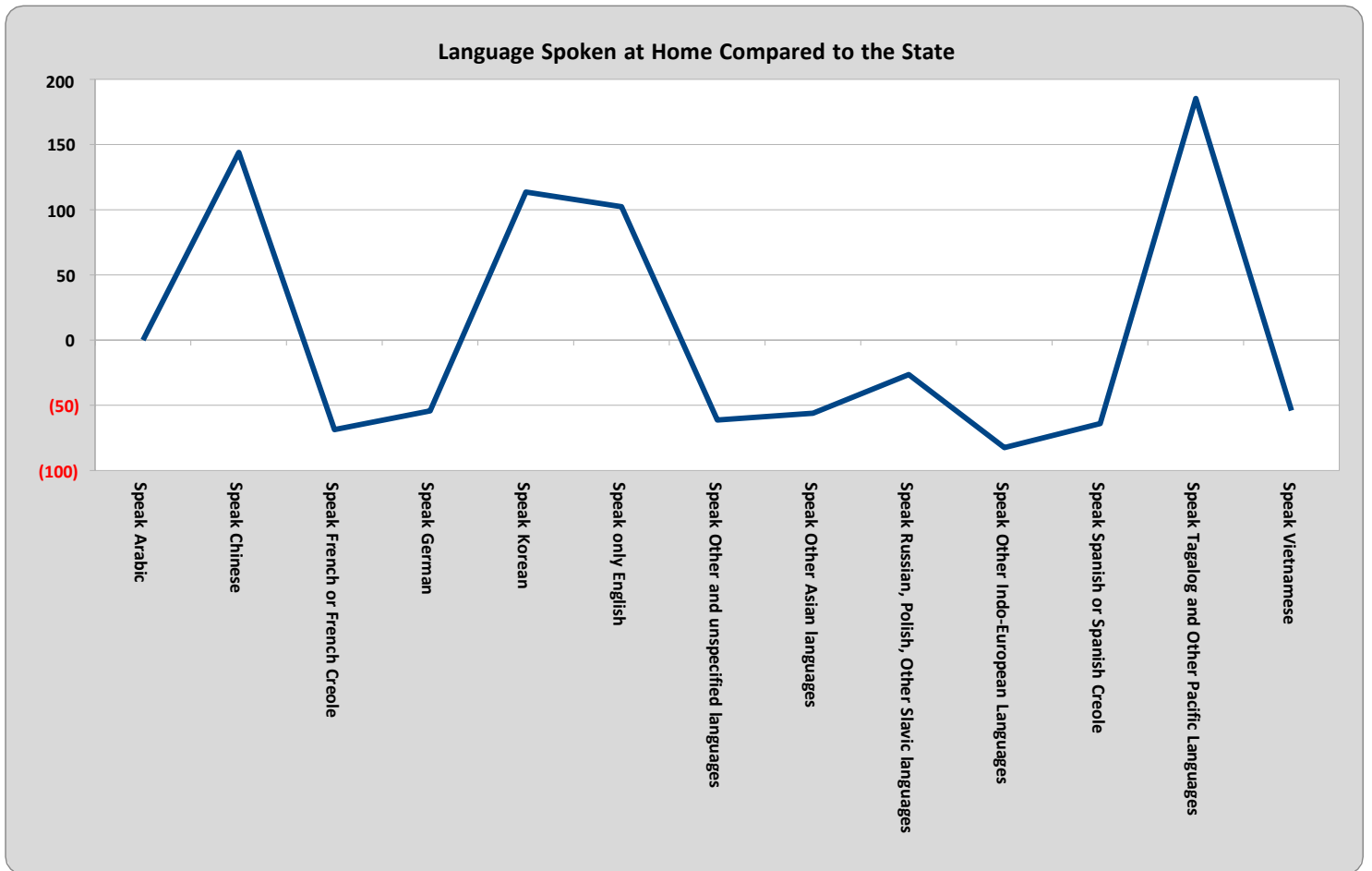
Population by Ancestry: 2020



Diversity: Languages

	Study Area		State of SD		Comp Index CY
Population 5+ by Language Spoken at Home (Detail)	2020		2020		
Speak Arabic	0	0.00%	1,090	0.13%	0
Speak Chinese	260	0.28%	1,630	0.19%	144
Speak French or French Creole	75	0.08%	985	0.12%	69
Speak German	368	0.40%	6,115	0.73%	54
Speak Korean	72	0.08%	572	0.07%	114
Speak only English	88,746	95.76%	782,538	93.56%	102
Speak Other and unspecified languages	1,048	1.13%	15,424	1.84%	61
Speak Other Asian languages	220	0.24%	3,536	0.42%	56
Speak Russian, Polish, Other Slavic languages	63	0.07%	2,148	0.26%	26
Speak Other Indo-European Languages	340	0.37%	3,722	0.45%	82
Speak Spanish or Spanish Creole	1,188	1.28%	16,741	2.00%	64
Speak Tagalog and Other Pacific Languages	253	0.27%	1,232	0.15%	185
Speak Vietnamese	40	0.04%	668	0.08%	54
Totals:	92,673	100.00%	836,401	100.00%	See Chart Below

Population 5+ by Language Spoken at Home: Comparative Analysis Relative to the State of SD

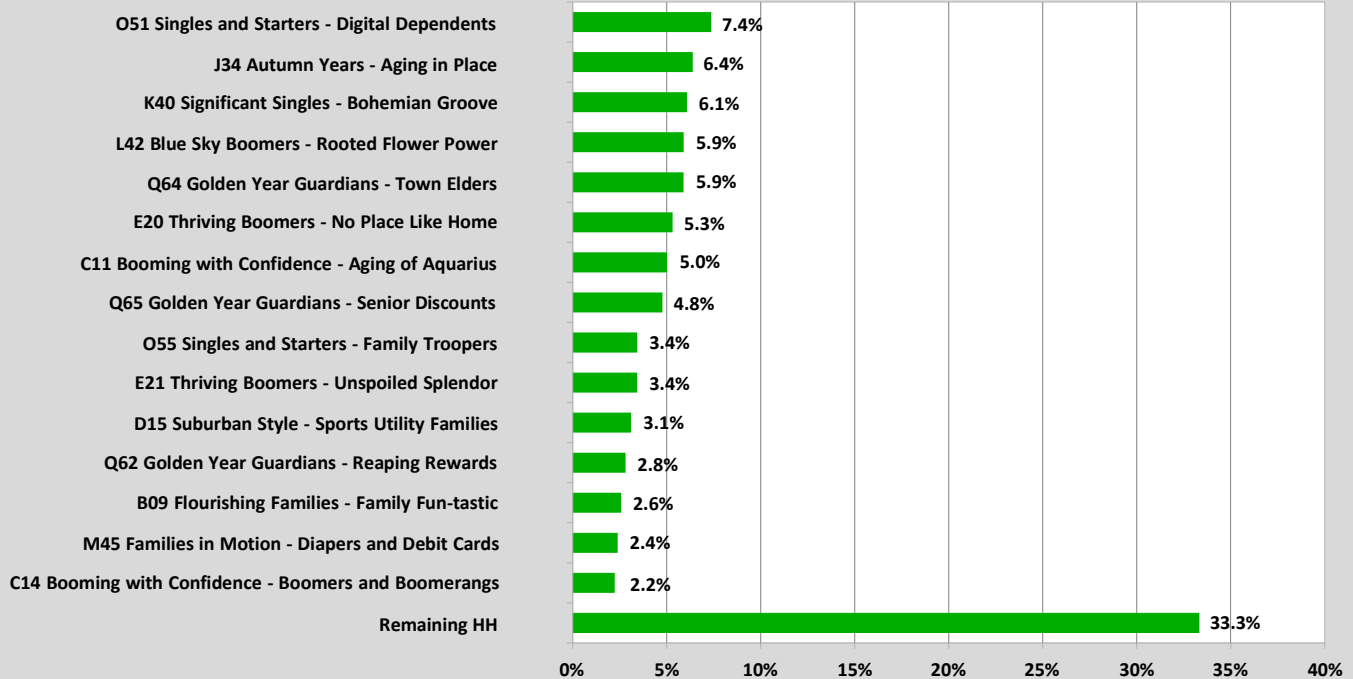


This chart graphically illustrates the comparative index score. Its purpose is to show how languages spoken at home in this study area compare to the state. It will provide an insight into the kind of ethnic diversity within the study area.

Mosaic Lifestyle Segmentation Types

Mosaic Lifestyle Types provides insight into the behaviors, attitudes and preferences of the households within the Study Area. The result is a fuller multidimensional understanding of a community, neighborhood, zip code or other geography.

Top 15 Mosaic Segments (Experian): 2020



	Study Area		State of SC		Comp Index CY
	2020		2020		
Mosaic: Top 15 Segments					
O51 Singles and Starters - Digital Dependents	3,012	7.4%	16,221	4.6%	159
J34 Autumn Years - Aging in Place	2,608	6.4%	13,973	4.0%	160
K40 Significant Singles - Bohemian Groove	2,484	6.1%	9,579	2.7%	222
L42 Blue Sky Boomers - Rooted Flower Power	2,413	5.9%	11,676	3.3%	177
Q64 Golden Year Guardians - Town Elders	2,408	5.9%	23,019	6.6%	90
E20 Thriving Boomers - No Place Like Home	2,171	5.3%	12,721	3.6%	146
C11 Booming with Confidence - Aging of Aquarius	2,052	5.0%	11,169	3.2%	157
Q65 Golden Year Guardians - Senior Discounts	1,950	4.8%	10,113	2.9%	165
O55 Singles and Starters - Family Troopers	1,402	3.4%	7,066	2.0%	170
E21 Thriving Boomers - Unspoiled Splendor	1,401	3.4%	24,268	6.9%	49
D15 Suburban Style - Sports Utility Families	1,266	3.1%	11,277	3.2%	96
Q62 Golden Year Guardians - Reaping Rewards	1,147	2.8%	6,492	1.9%	151
B09 Flourishing Families - Family Fun-tastic	1,051	2.6%	6,290	1.8%	143
M45 Families in Motion - Diapers and Debit Cards	975	2.4%	7,308	2.1%	114
C14 Booming with Confidence - Boomers and Boomerangs	912	2.2%	8,804	2.5%	89
Remaining HH	13,627	33.3%	170,357	48.6%	69
Totals:	40,879	100.00%	350,333	100.00%	

Learn about your Mosaic Households

To access Mosaic Portrait data click on:

[Mosaic USA E-Handbook by Experian](#) (To open in a new Tab hold Control key when you click on the link)

Handbook includes Mosaic Overview and two graphic pages for each of the 19 Groups and 71 Segments.

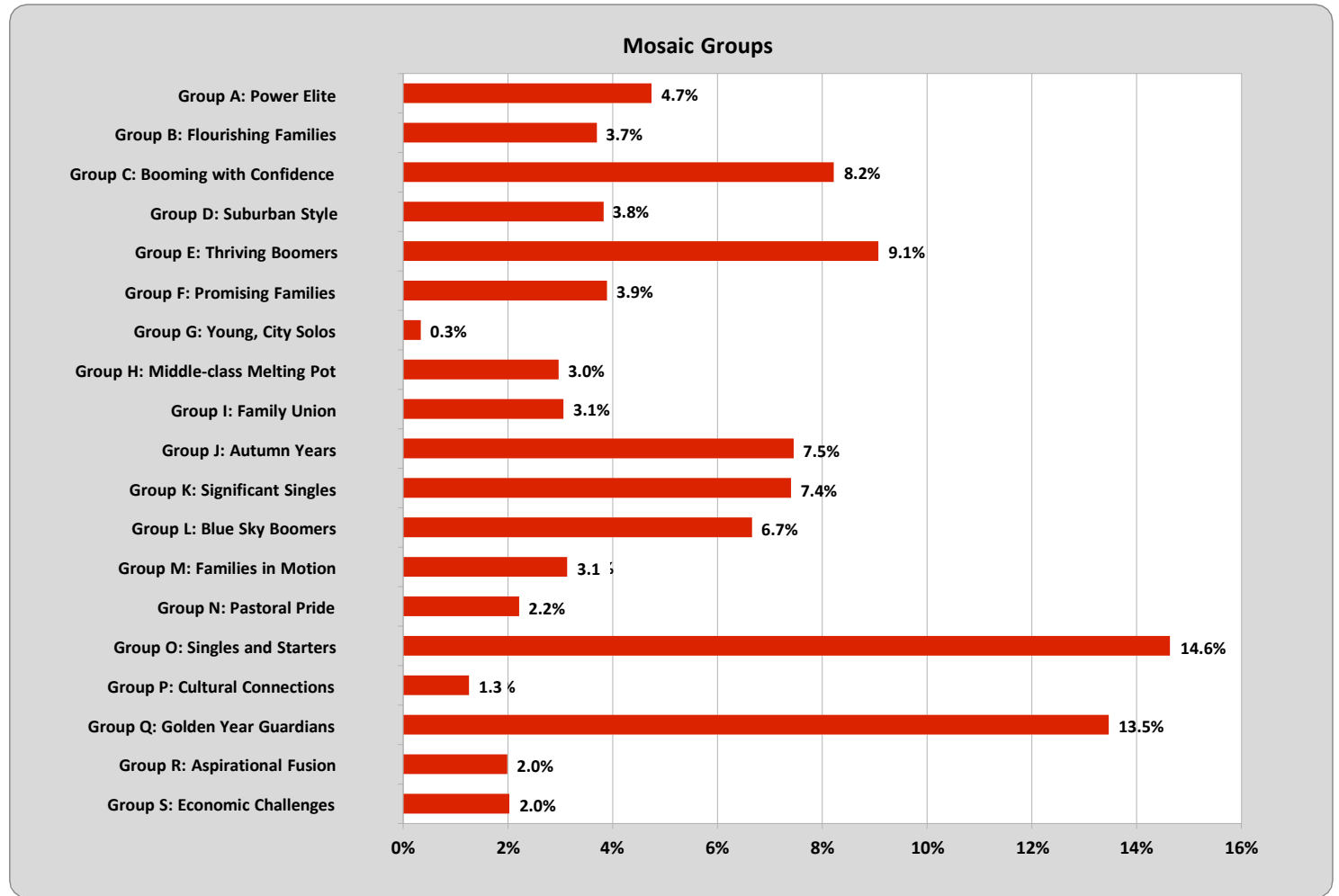
[How to Read and Understand a Mosaic Portrait - Video](#)

[Understanding Mosaic Portraits for Mission Planning - Video](#)

Faith based clients: To access the Mosaic application guide click on:

[Mission Impact Mosaic Application Guide by Bandy](#) (To open in a new Tab hold Control key when you click on the link)

Mosaic Groups

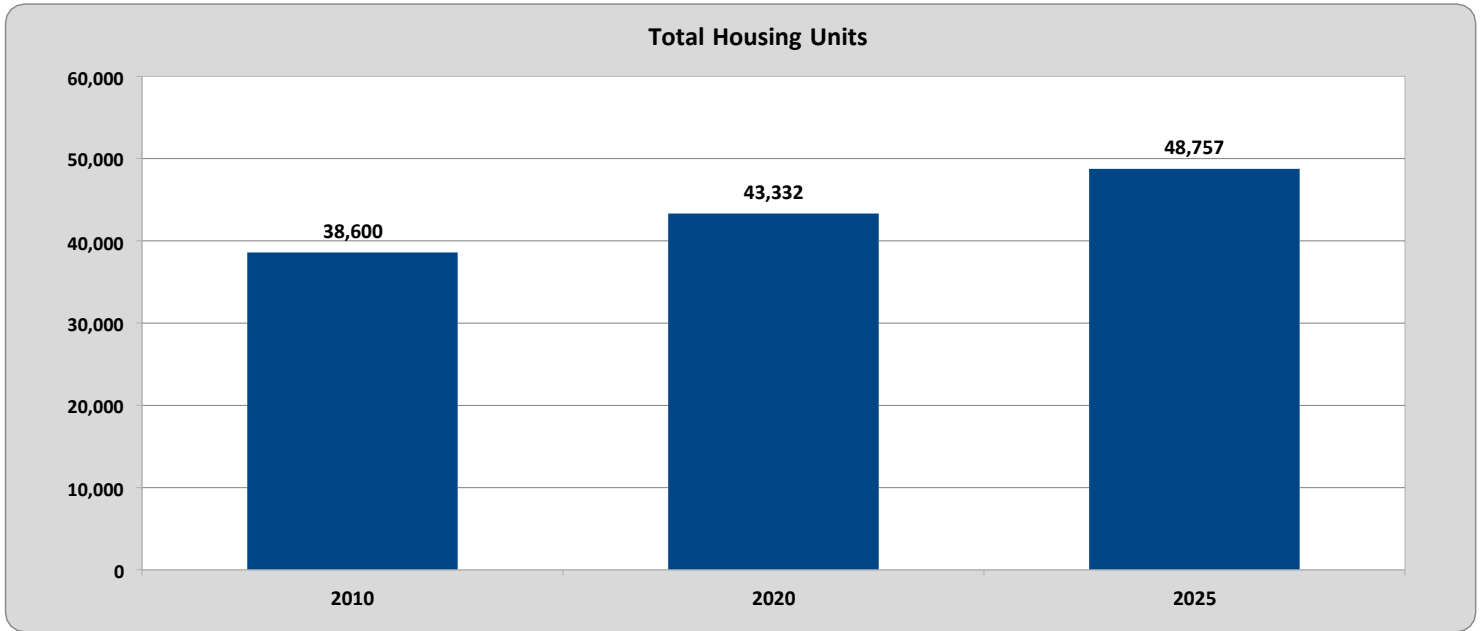


	Study Area		State of SD		Comp Index CY
Mosaic Groups	2020		2020		
Group A: Power Elite	1,937	4.7%	13,963	4.0%	119
Group B: Flourishing Families	1,511	3.7%	14,456	4.1%	90
Group C: Booming with Confidence	3,359	8.2%	21,491	6.1%	134
Group D: Suburban Style	1,563	3.8%	13,587	3.9%	99
Group E: Thriving Boomers	3,708	9.1%	37,689	10.8%	84
Group F: Promising Families	1,590	3.9%	14,737	4.2%	92
Group G: Young, City Solos	136	0.3%	1,510	0.4%	77
Group H: Middle-class Melting Pot	1,212	3.0%	4,982	1.4%	208
Group I: Family Union	1,250	3.1%	23,075	6.6%	46
Group J: Autumn Years	3,047	7.5%	38,611	11.0%	68
Group K: Significant Singles	3,026	7.4%	13,162	3.8%	197
Group L: Blue Sky Boomers	2,722	6.7%	17,608	5.0%	132
Group M: Families in Motion	1,279	3.1%	13,043	3.7%	84
Group N: Pastoral Pride	904	2.2%	34,963	10.0%	22
Group O: Singles and Starters	5,983	14.6%	37,080	10.6%	138
Group P: Cultural Connections	513	1.3%	2,851	0.8%	154
Group Q: Golden Year Guardians	5,505	13.5%	39,671	11.3%	119
Group R: Aspirational Fusion	812	2.0%	3,301	0.9%	211
Group S: Economic Challenges	827	2.0%	4,553	1.3%	156
Totals:	40,884	0.00%	350,333	100.00%	

Housing

Housing encompasses the number of housing units historically, presently and to some extent in the future within the study area.

Trends in Housing Since 2010



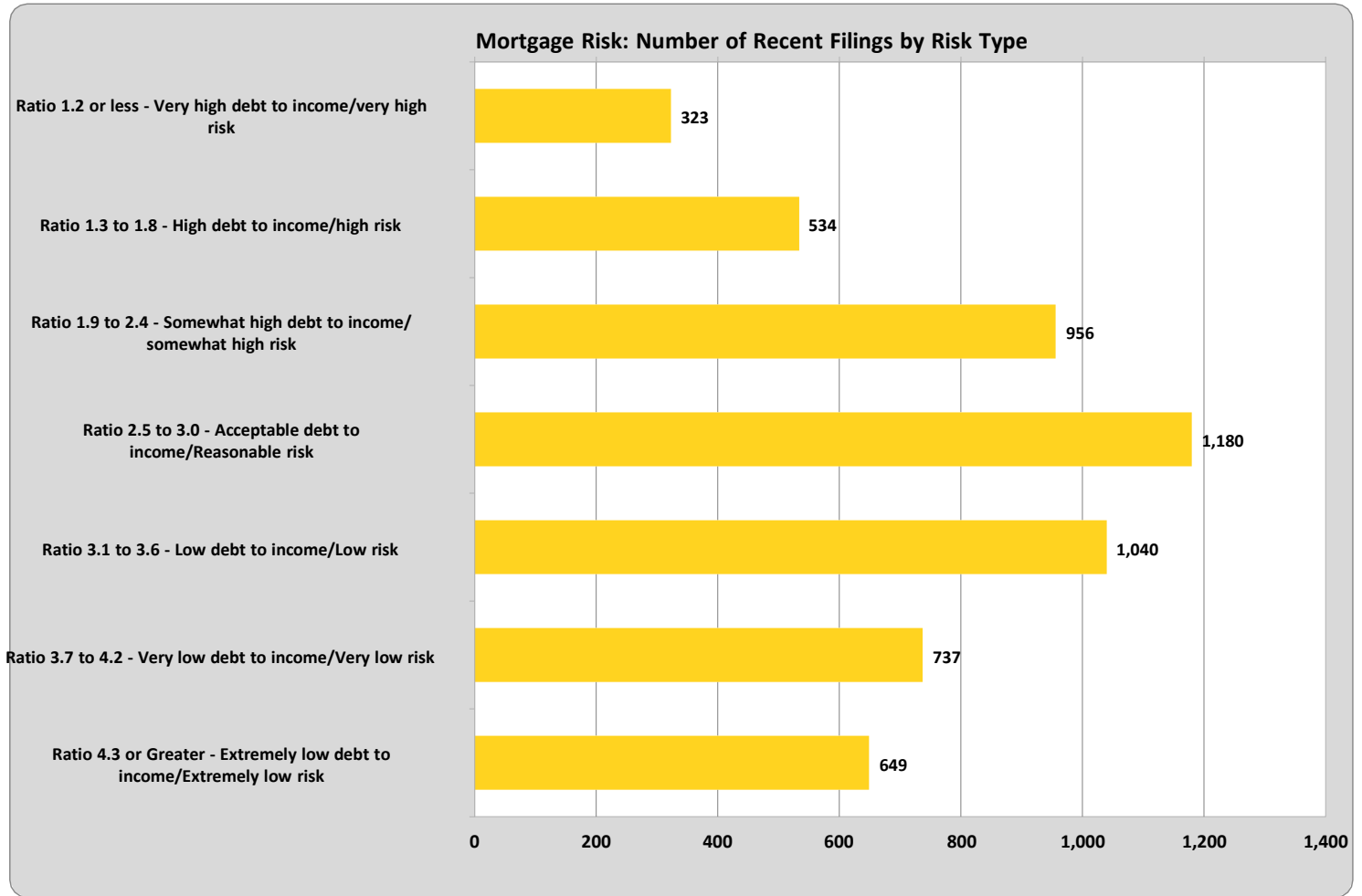
	2010	2020	2025
Housing Units	38,600	43,332	48,757
Family Households Change		4,732	
Percent Change		12.26%	

Study Area								SD	Comp Index
2010		2020		2025		5 Yr Chg	2020	CY	
Housing by Occupancy									
Occupied	36,540	94.66%	40,883	94.35%	46,101	94.55%	0.20%	89.36%	106
Vacant	2,060	5.34%	2,449	5.65%	2,656	5.45%	-0.20%	10.64%	53
Totals:	38,600	100.00%	43,332	100.00%	48,757	100.00%		100.00%	
Housing by Type of Occupan y									
Owner Occupied	23,376	63.97%	26,221	64.14%	29,760	64.55%	0.42%	68.28%	94
Renter Occupied	13,165	36.03%	14,662	35.86%	16,341	35.45%	-0.42%	31.72%	113
Totals:	36,541	100.00%	40,883	100.00%	46,101	100.00%		100.00%	

Housing

	Study Area 2020		State of SD 2020		Comp Index CY
Housing Units by Dwelling Type					
1 Unit Attached	1,840	4.25%	15,257	3.86%	110
1 Unit Detached	28,172	65.01%	288,147	72.84%	89
2 Units	2,037	4.70%	10,085	2.55%	184
3 to 19 Units	1,736	4.01%	14,914	3.77%	106
20 to 49 Units	2,713	6.26%	16,995	4.30%	146
50 or More Units	1,681	3.88%	11,963	3.02%	128
Mobile Home or Trailer	5,144	11.87%	38,095	9.63%	123
Other	9	0.02%	118	0.03%	70
Totals:	43,332	100.00%	395,574	100.00%	
Owner Occupied Housing Values					
Less than \$20,000	1,379	5.26%	10,565	4.38%	120
\$20,000 to \$39,999	650	2.48%	9,773	4.05%	61
\$40,000 to \$59,999	498	1.90%	10,439	4.33%	44
\$60,000 to \$79,999	531	2.03%	11,886	4.92%	41
\$80,000 to \$99,999	650	2.48%	12,984	5.38%	46
\$100,000 to \$149,999	3,207	12.23%	34,540	14.31%	85
\$150,000 to \$199,999	5,585	21.30%	40,664	16.85%	126
\$200,000 to \$299,999	7,364	28.09%	55,443	22.97%	122
\$300,000 to \$399,999	3,136	11.96%	26,800	11.10%	108
\$400,000 to \$499,999	1,781	6.79%	14,321	5.93%	114
\$500,000 to \$749,999	974	3.71%	8,981	3.72%	100
\$750,000 to \$999,999	316	1.21%	3,193	1.32%	91
\$1,000,000 or more	148	0.56%	1,763	0.73%	77
Totals:	26,219	100.00%	241,352	100.00%	
Housing by Year Built					
1939 or Earlier	2,943	6.79%	69,914	17.67%	38
1940 to 1949	1,680	3.88%	18,927	4.78%	81
1950 to 1959	5,840	13.48%	37,240	9.41%	143
1960 to 1969	4,179	9.64%	32,988	8.34%	116
1970 to 1979	9,196	21.22%	65,130	16.46%	129
1980 to 1989	5,219	12.04%	39,657	10.03%	120
1990 to 1999	5,275	12.17%	51,911	13.12%	93
2000 to 2009	7,296	16.84%	64,194	16.23%	104
2010 or Later	1,703	3.93%	15,613	3.95%	100
Totals:	43,331	100.00%	395,574	100.00%	

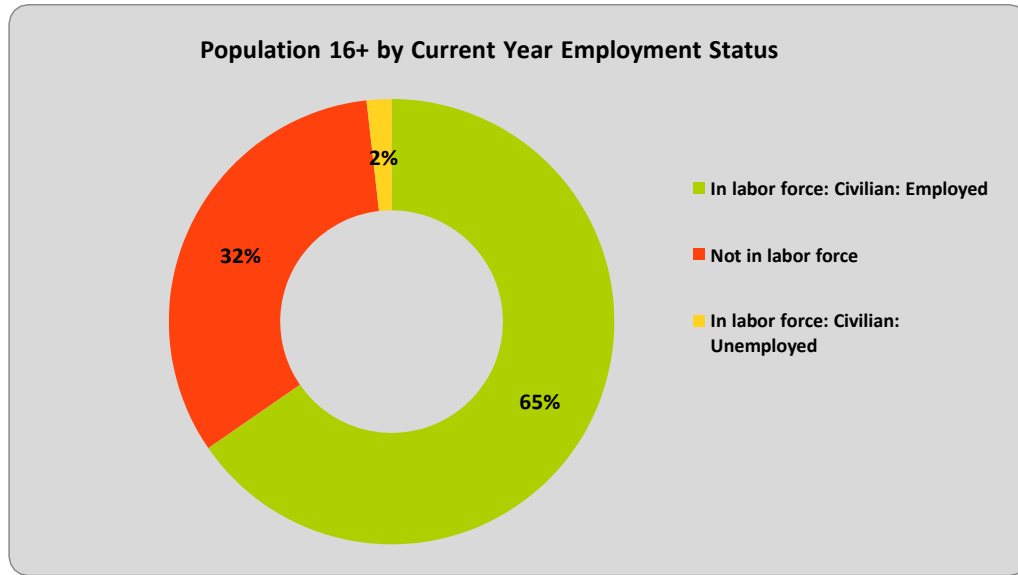
Mortgage Risk Indicator



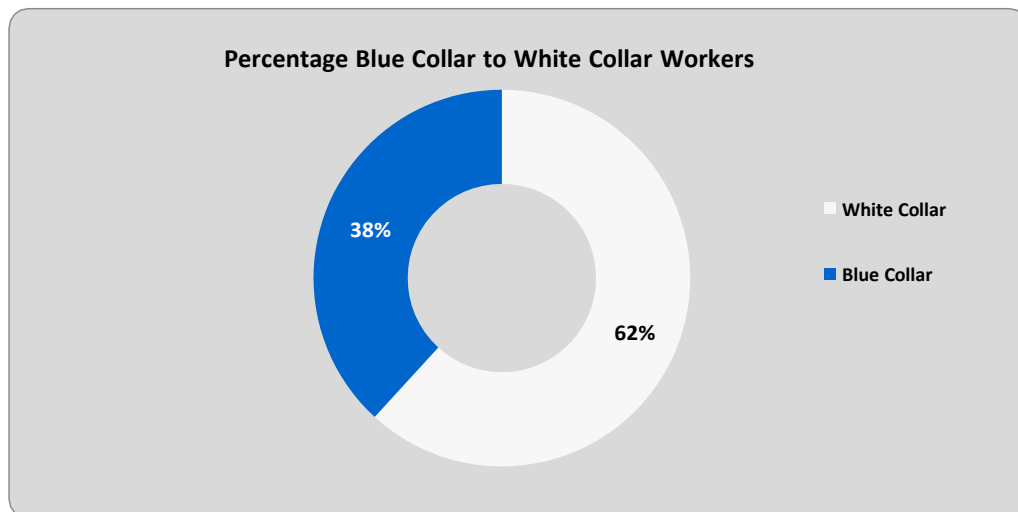
The Mortgage Risk Indicator indicates the assessed level of risk based upon debt to income. The higher the debt to income, the greater the risk. The values are used by mortgage lenders in the loan process.

The Work theme expresses several different ways of looking at the work people do within the study area.

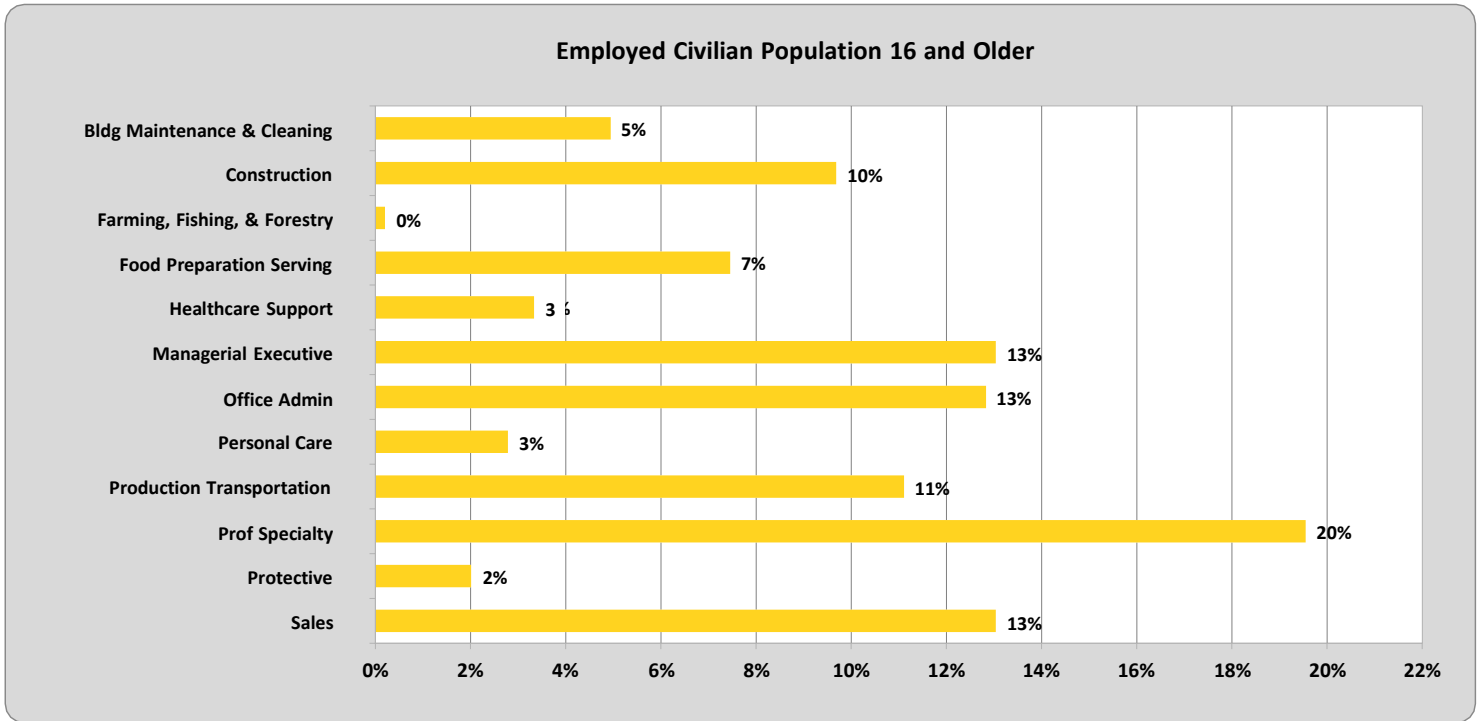
Employment Status of Population 16 and Older: 2020



	Study Area		State of SD		Comp Index CY
Pop 16+ by Employment Status	2020		2020		
In labor force: Civilian: Employed	50,872	64.67%	470,847	66.33%	98
In labor force: In Armed Forces	852	1.08%	3,160	0.45%	243
Not in labor force	25,535	32.46%	221,848	31.25%	104
In labor force: Civilian: Unemployed	1,399	1.78%	14,016	1.97%	90
Blue and White Collar Workers 2020	78,658	100.00%	709,871	100.00%	
Employed Pop 16+ Blue/White Collar					
Blue Collar	19,433	38.20%	182,195	38.70%	99
White Collar	31,439	61.80%	288,652	61.30%	101
	50,872	100.00%	470,847	100.00%	

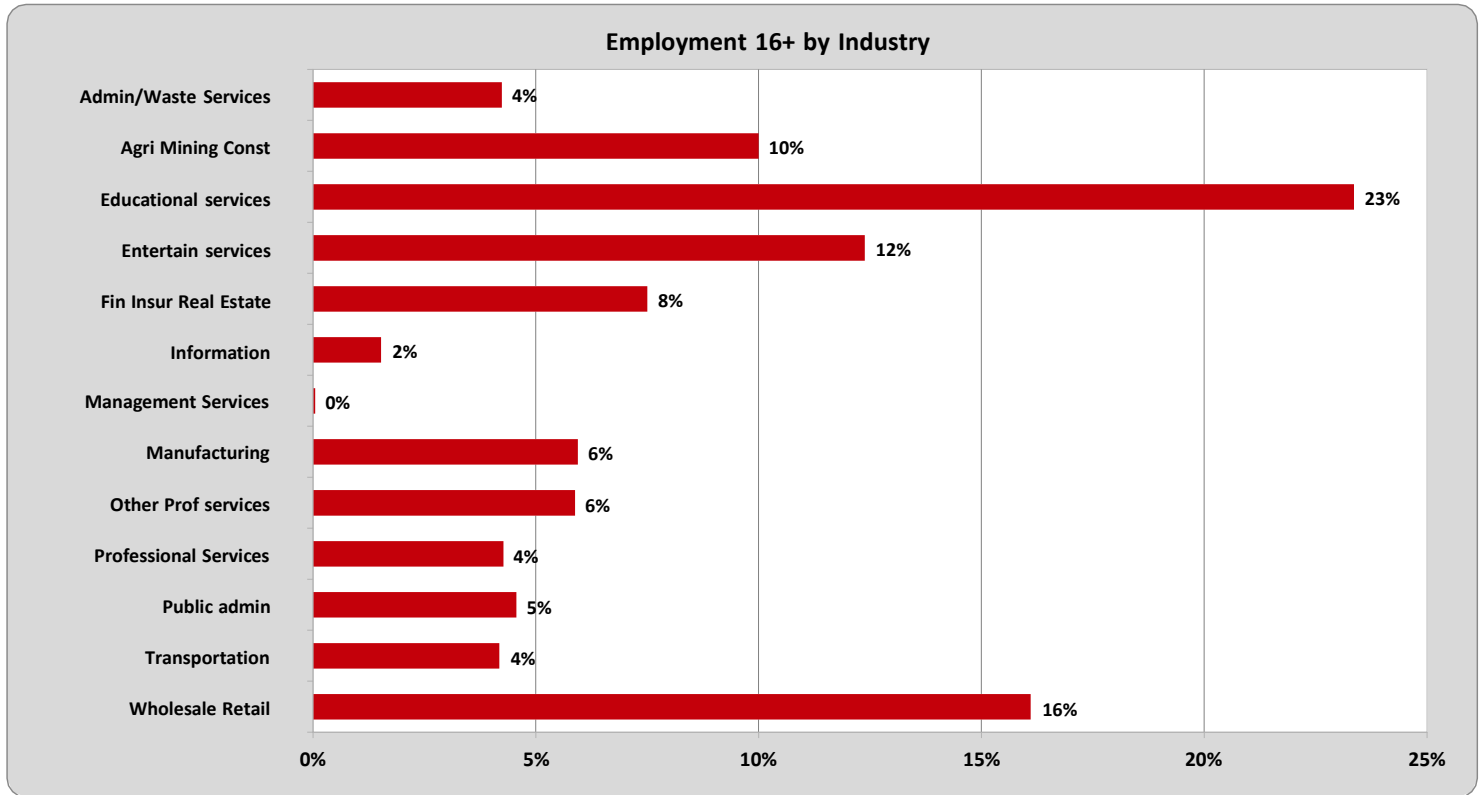


Employed Civilian Population by Occupation: 2020



	Study Area		State of SD		Comp Index CY
Employed Civilian Pop 16+ by Occupation	2020		2020		
Bldg Maintenance & Cleaning	2,516	4.95%	17,902	3.80%	130
Construction	4,927	9.69%	42,600	9.05%	107
Farming, Fishing, & Forestry	103	0.20%	8,860	1.88%	11
Food Preparation Serving	3,794	7.46%	26,434	5.61%	133
Healthcare Support	1,697	3.34%	14,452	3.07%	109
Managerial Executive	6,634	13.04%	75,414	16.02%	81
Office Admin	6,529	12.83%	57,341	12.18%	105
Personal Care	1,417	2.79%	13,755	2.92%	95
Production Transportation	5,652	11.11%	65,310	13.87%	80
Prof Specialty	9,946	19.55%	94,463	20.06%	97
Protective	1,024	2.01%	7,334	1.56%	129
Sales	6,633	13.04%	46,982	9.98%	131
Totals:	50,872	100.00%	470,847	100.00%	
Workers 16+: Home or Away					
Worked at Home	1,769	3.48%	26,686	5.67%	61
Worked away from Home	49,103	96.52%	444,161	94.33%	102
Totals:	50,872	100.00%	470,847	100.00%	
Workers 16+: Transport to Work					
Bicycle	324	0.66%	2,366	0.53%	124
Car, Truck, or Van: Carpooled	4,300	8.76%	41,929	9.44%	93
Car, Truck, or Van: Drove Alone	42,444	86.44%	375,425	84.52%	102
Motorcycle	175	0.36%	966	0.22%	164
Other Means	331	0.67%	3,253	0.73%	92
Walked	1,393	2.84%	17,727	3.99%	71
Public Trans Excluding Taxi Cab	136	0.28%	2,323	0.52%	53
Taxi Cab	0	0.00%	172	0.04%	0
Totals:	49,103	100.00%	444,161	100.00%	

Employed Pop 16+ by Industry: 2020



	Study Area		State of SD		Comp Index CY
Employed Civilian Pop 16+ by Industry	2020		2020		
Admin/Waste Services	2,156	4.24%	12,105	2.57%	165
Agri Mining Const	5,087	10.00%	65,664	13.95%	72
Educational services	11,883	23.36%	115,062	24.44%	96
Entertain services	6,298	12.38%	41,769	8.87%	140
Fin Insur Real Estate	3,816	7.50%	34,328	7.29%	103
Information	777	1.53%	6,927	1.47%	104
Management Services	25	0.05%	235	0.05%	98
Manufacturing	3,023	5.94%	47,625	10.11%	59
Other Prof services	2,991	5.88%	20,767	4.41%	133
Professional Services	2,174	4.27%	17,190	3.65%	117
Public admin	2,321	4.56%	21,960	4.66%	98
Transportation	2,126	4.18%	19,892	4.22%	99
Wholesale Retail	8,193	16.11%	67,323	14.30%	113
Totals:	50,870	100.00%	470,847	100.00%	
Work Place Population Estimates					
Workplace Employees (Full Time Employees)	46,894	93.04%	394,846	93.03%	100
Workplace Establishments	3,506	6.96%	29,600	6.97%	100
Totals:	50,400	100.00%	424,446	100.00%	

Work

Study Area			State of SD		Comp Index CY
Families: Workers					
1 worker	8,047	30.94%	61,603	26.99%	115
2 workers	11,650	44.79%	113,255	49.63%	90
3 or more workers	2,601	10.00%	24,293	10.65%	94
No workers	3,714	14.28%	29,059	12.73%	112
Totals:	26,012	100.00%	228,210	100.00%	
Workers 16+: Travel Time to Work					
	2020		2020		
Less than 5 minutes	1,438	2.93%	36,677	8.26%	35
5 to 9 minutes	7,698	15.68%	91,668	20.64%	76
10 to 14 minutes	12,052	24.54%	89,468	20.14%	122
15 to 19 minutes	13,159	26.80%	84,512	19.03%	141
20 to 24 minutes	8,004	16.30%	56,090	12.63%	129
25 to 29 minutes	1,828	3.72%	18,798	4.23%	88
30 to 34 minutes	2,293	4.67%	30,072	6.77%	69
35 to 39 minutes	393	0.80%	4,689	1.06%	76
40 to 44 minutes	450	0.92%	6,307	1.42%	65
45 to 59 minutes	492	1.00%	12,072	2.72%	37
60 to 89 minutes	761	1.55%	8,440	1.90%	82
90 or more minutes	534	1.09%	5,368	1.21%	90
Totals:	49,102	100.00%	444,161	100.00%	

Supporting Information

Interpreting the Report

The FullInsite report is formatted to help you interpret data at a glance.

Change over time: Several trend tables have a column indicating a change over time. Generally, these tables begin with the last census, include the current year estimate, a five year projection and if available, a 10 year forecast. The data in each cell represents a percentage change up or down.

Color Coding: Both the "Change over Time" and "Comparative Indexes" columns are color coded to easily spot any change and the direction of that change.

Change:	Increasing	Stable	Declining
Index:	Above Ave	Ave	Below Ave.

Variable Definitions

Full variable definitions can be found in the MI Demographic Reference Guide. Download it free from the Help/Documents menu located on the map screen of your study area on the MissionInsite website.

Indexes: Some variables will have a column called "Comparative Index." An index is an easy way to compare a study area with a larger area. For this report, all comparisons are with the state or states within which the study area falls. The indexes can be interpreted as follows.

- Indexes of 100 mean the study area variable is the same as its base area.
- Indexes greater than 100 mean the study area variable is above the base area. The higher the number, the greater it is above the base.
- Indexes less than 100 mean the study area variable is below the base area. The lower the number, the greater it is below the base.

Support

If you need support with this report, please email MissionInsite at misupport@missioninsite.com.