Minnesota Conference UNITED CHURCH OF CHRIST

INTERIM POSITION POSTING

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

LISTING INFORMATION

 Church name: The Congregational Church of Detroit Lakes, MN, United Church of Christ
Street address: 900 Lake Avenue
Supplemental web links: www.detroitlakesucc.org dlcongo@msn.com
Additional ecumenical affiliations (e.g. denominations, communions, fellowships):

Conference: Minnesota UCC Conference Staff Contact Person:

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

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

Currently, we are a congregation still emerging from the effects of the pandemic; however, we are committed to growing and increasing participation in the life of our church. We desire sermons which are meaningful, engaging, and relevant, mixed with humor.

Central to our service, we mix traditional and contemporary music and have a thriving choir and worship band, which are attractive to those visiting our congregation.

Our Christian Education program provides consistent care of our children and is a revitalizing force.

Areas of focus during this transition:

Worship: sermon writing, worship leadership and crafting worship Pastoral Care: responding to hospitalizations, funerals, weddings, baptisms, and member visitation

Discerning the skill set for the next settled pastor

What we value about doing ministry in our area We value our physically being in the midst of the community, and our unique position as the most progressive church in the extended area. We put great value on our service to the community at large.

Current size of membership: 136 (40-50 weekly Sunday attendance)

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

Position Title: Interim Minister **Compensation Level** (choose one, delete the other options listed): Full Time (40-50 hrs. a week)

Does the total support package meet <u>conference compensation guidelines</u>? Yes with the understanding that rental costs are an unknown.

SCOPE OF WORK

The Interim is to serve as temporary pastor and resource for the dynamics of this transition, will work with a transition team to facilitate the congregation's discernment of its vision and its preparation for the search. He/she will serve as resource for the work of transition, focusing on three questions: Who are we now? Who is our neighbor? Who is God calling us to become? Also, we need guidance in examining our heritage, mission, leadership, connections, and future.

Core Competencies:

We want a caring, sensitive, sociable interim pastor who inspires us to grow in our faith journey as individuals and as a congregation. Skills in supporting and developing our long history of involvement in this community. Guide us in a self-examination process as a worship community to discern how we can make space to welcome people who are not yet part of our worship community.

COMPENSATION AND SUPPORT

Salary Basis (see the <u>MN Conference Compensation Guidelines</u>) equal to Cash Salary plus Value of Parsonage/Housing Allowance):

\$47,000 salary plus \$15,000 Housing Allowance (this is an estimate – at this time rental properties are extremely limited in Detroit Lakes)

Benefits: (*Make detailed list of benefits you can include in the package based on conference guidelines.*) Family Medical and Dental Insurance, Annuity, Life and Disability Insurance, Social Security offset, Vacation time, Mileage, Continuing Education time and funds, Professional Dues and allowance for books and periodicals.

What is the expected living situation for your interim minister? Rental, which at this time (summer in Lake country) is very limited. That should change beginning in September.

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

Live in Detroit Lakes or reasonably close

Describe peer and professional supports available for ministers in your community/con-

ference: Tri Church Ecumenical group (Methodist, Episcopal, UCC)

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

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

WHO IS GOD CALLING TO MINISTER WITH US?

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

- 1. As a 150-year-old church, help us identify what God is calling us into in the next phase of our ministry
- 2. Help us determine the strengths needed in our next minister.
- 3. Examine our church polity/leadership structure and help us determine how effective it is and what changes could be made to be more effective.

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

We desire someone who can help us see our blind sports and help us define areas we need to grow to be best positioned for a settled pastor.

STATEMENT OF CONSENT

The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this profile that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates. As the committee charged with the responsibility for identifying and recommending suitable new minister for our church, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and opinions about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

1. Which individuals and groups in the church contributed to the contents of this Position Posting? Greg Johnson, Jenn Johnson, Don Blanding, Susan Nicks, Gini Kleingartner (Financial Administrator/Council member)

Signed: Gini Kleingartner Date: 7/19/22

VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: This is a vibrant congregation who after being faithfully served by a long tenured pastor needs to look to its future (without its former pastor) and discern where God is calling them in the future.

My signature below attests to the above item.

Signature: Cindy Mueller

Name / Title: Cindy Mueller; Steward of Search & Call and Congregational Legacy Planning Email: <u>cindym@uccmn.org</u> Phone: 763.439.3952 (cell), 763.515.3281 (landline) Date: July 13, 2022

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

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

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