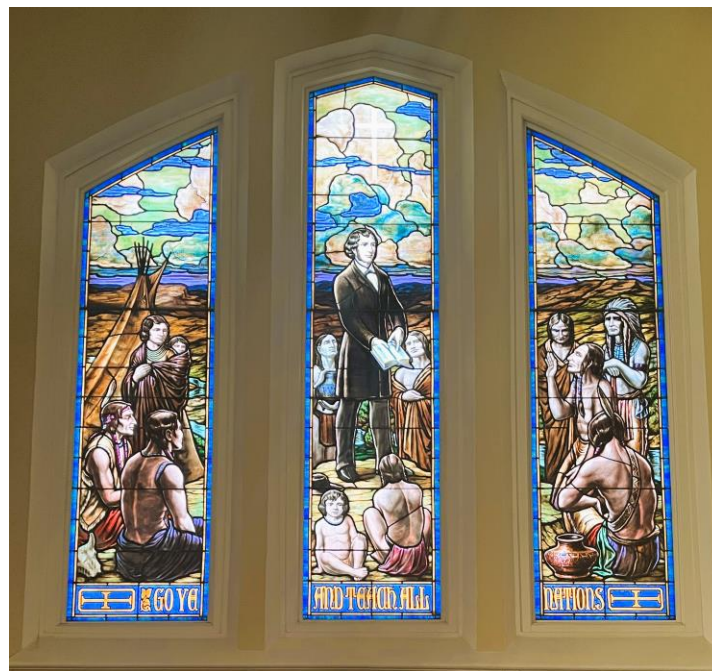


**UNITED CHURCH
OF CHRIST**



**First Congregational United Church of Christ
Pierre, South Dakota**

LOCAL CHURCH PROFILE



These windows attempt to accurately depict the first meeting between Rev. Stephen Riggs and the Teton Sioux, and to convey the message that all people were to be entrusted with the greatest gift anyone could give them – the power to shepherd their own people, in their own way, using their own language, to discover the hope that resides in a saving belief in Christ.

Full-Time Settled Pastor
South Dakota Conference, Oahe Association
[October 20, 2023]

LOCAL CHURCH PROFILE CONTENTS

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

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



1. POSITION POSTING

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

1a. LISTING INFORMATION

Church name: **First Congregational United Church of Christ (FCUCC)**

Street address: **123 N Highland Avenue, Pierre SD 57501**

Supplemental web links: www.pierreucc.org

Active on Facebook under First Congregational United Church of Christ in Pierre.

Additional ecumenical affiliations (*e.g. denominations, communions, fellowships*):

None

Conference: **South Dakota**

Association: **Oahe**

UCC Conference or Association Staff Contact Person: **Rev Jonna Jensen, Associate Conference Minister, 563-357-7287, jonna@ucctcm.org**

Summary Ministry Description:

We are looking for an affirming, uplifting, and energetic pastor to help us continue to build and renew our congregation along with the support of a caring and dedicated church family. We are excited to welcome a loving pastor who desires to continue growing with us in our authentic community, filled with faith, hope, and love.

The FCUCC is strong in many aspects:

- **We are financially healthy and have had several major successful building renovations in the last five years.**
- **There has been a significant increase in families with young children.**
- **We are intentional about intergenerational ministry opportunities including beginning our fourth year of “Messy Church”.**
- **We are committed to ecumenical relationships with several local churches.**
- **Outreach programs have included Feed My Lambs (occasional meals and visits delivered to house-bound church members), Valentine Project, 4th of July Parade and Christmas Parade of Lights.**

- We are known for our open welcome to all: “no matter who you are or where you are on life’s journey.”

The unity of the FCUCC is not of its own making, but rather a gift of God. Expressions of that unity are as diverse as there are individuals. The common theme that runs through all is love and respect.

If you are interested in serving a vibrant congregation rich with lay leadership and local ecumenical partnerships, we invite you to apply.



What we value about living in our area: **The central South Dakota area is known for the Missouri River – its beauty, recreational opportunities, and importance as a resource. The community of Pierre is known for government, being the state capital. We value the honest, hard-working people and history of this area and our church’s historical significance. Our community offers many cultural, civic, and state events. Fort Pierre is an adjacent community, separated by the river.**

Current size of membership: 210

Languages used in ministry (*other than English*): **none**

Position Title: **Settled Pastor**

Position Duration:

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

Compensation Level:

Full Time

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

1b. SCOPE OF WORK

Core Competencies:

- **Caring and Compassionate.**
- **Knowledgeable and able to relate Bible scriptures to the Congregation.**
- **Able to work with youth and children.**
- **Respectful of all ages.**

1c. COMPENSATION AND SUPPORT

Salary Basis: **\$45,000 to \$55,000 DOE (salary and housing)**

Benefits:

**Salary plus Benefits (health, dental and vision insurance and retirement)
In addition to the standard vacation, sick leave and personal days off, we offer seven days off following last worship service of Christmas.**

What is the expected living situation for your next minister? **An allowance to procure housing is included in the salary portion of the agreement.**

Comment on the residential/commuting expectations for your next minister. **The selected pastor will live in the Pierre/Ft. Pierre area with no commuting expected.**

State any incentives: **none**

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

Pierre / Ft Pierre Ministerium

Oahe Association

Tri-Conference (South Dakota, Iowa and Nebraska)

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?

Describe the ministry goals you envision your next minister co-collaborating with the congregation to achieve. **Our leadership looks forward to working with our chosen minister to gain new ideas and continue our cherished traditions.**

Describe how your vision of the minister you are now seeking will assist the congregation in making an impact beyond its walls. **Based on a survey of the membership, the five most important and prevalent qualities for leadership expectations for our minister are:**

- **One who is an effective preacher/speaker.**
- **One who can communicate and work with all ages, including youth and children.**
- **One who makes pastoral calls on those in hospitals, nursing homes and the homebound.**
- **One who is compassionate and caring.**
- **One who effectively plans and leads worship.**

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 additional requirements – We have enjoyed the Dakota Association relationship and want to continue to promote that. (See description of the Dakota Association on page 9)**

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. Loving God, following Jesus Christ, and being guided by the Holy Spirit and living a life of discipleship.**
- 2. Understanding and ministering to stages of human development across the life span.**
- 3. Leading faith formation effectively across generations.**
- 4. Understanding the power of the Holy Spirit working through silence, language, art, music, ritual and symbols across generations and contexts.**

2. WHO IS GOD CALLING US TO BECOME?

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

Who is God calling you to become as a congregation? **Our congregation desires to maintain the vibrant church atmosphere and to continue the current growth. While we recognize and are proud of our rich history in the area, we also want to be aware of and responsive to the needs of the community and those in it. We welcome all into our congregation and extend a helping hand to those in need and to community efforts.**

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

Our congregation has several projects that help people in need, such as our Souper Bowl of Caring Food Pantry Drive, Community Banquet, Halloween treat bags for the Pierre Indian Learning Center, Youth Christmas Store and our confirmation students' service projects.

Outreach programs have included Feed My Lambs (occasional meals & visits delivered to house-bound church members), Valentine Project, 4th of July parade and Christmas parade of lights.

We also participate in the One Hope Ecumenical Worship in the park that combines six local churches to worship together in the summer and a joint Vacation Bible School. Pierre / Ft. Pierre Ministerium, of which we are a member, alternate leading worship at the nursing homes in the area, preaching at the Oahe Chapel during the summer months and performing the blessing at the state legislative session.

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

Describe your congregation’s life of faith.

The Pierre First Congregational United Church of Christ is a congregation filled with loving, kind, and caring members. We believe the Holy Spirit is with us as we worship, pray, fellowship, and serve together in our community.

We are connected with our friends in the Dakota Association (a community of Lakota churches in South Dakota) as they hold their Association meetings in our church building. We are one family and share our ministry in the Pierre area with our Native American friends.

Our church family is very welcoming to new families and individuals. We have programming for children and adults. We also have many opportunities for anyone interested in volunteering to assist with our weekly services and Sunday school.

We, as a church family, are willing to explore new ways of “doing church.” We are not afraid to experiment and are open to a Pastor who would like to explore innovative ideas with us.

Describe several strengths or positive qualities of your congregation.

- **We have open communication in our church family.**
- **Our music ministry is fortunate to have a dedicated choir, a wonderful organist/pianist and a contracted choir accompanist along with a variety of individuals who provide special music, and a children’s bell choir.**
- **We believe that God is grace, love and mercy.**
- **We love and encourage our children.**
- **We are caring and generous.**
- **We are reliable and responsible.**
- **We have a strong history.**

Describe what worship is like when your congregation gathers.

Our Sunday services are a traditional Congregational service with a Bible-based message, scripture readings and prayer, a time for sharing joys and concerns, children's ministry, hymns and a choir anthem. Our Sunday services are live-streamed each Sunday via Facebook. We have open communion on the first Sunday of each month and on special occasions. We have a joyful, friendly atmosphere.

The first Wednesday evening of each month during the school year an intergenerational gathering called Messy Church is held. It begins with a shared meal followed by a short message and a correlating craft or activity.

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

Our Christian Education programs strive to always be in a living, growing, learning process.

From our Sunday School classes (preschool through 5th grade) through Confirmation studies and youth group our focus is on the study of the Bible through experiential, often fun, exercises which help with understanding how Jesus's teachings apply in our lives today. We promote frequent intergenerational opportunities that encourage relationship between the youth and all members of the church. Youth and children regularly have a role in Sunday worship, be it as candlelighters, bell ringers or presenting special musical talents. The confirmation class prepares and leads an entire worship service each year. Other boards and guilds of the church involve the children and youth in many of their special events and projects, further strengthening the bonds with adults outside their immediate families, within a Christian environment.

Our children and youth programs are growing and we have enjoyed an exciting Vacation Bible School program in recent years where we model the joy we have in knowing a loving God.

Adult education opportunities include Riggs Guild bible study, volunteer led Lenten bible study and pastoral led weekly contemplative meditation.

Describe how your congregation is organized for ministry and mission.

The pastor is the leader of ministry. Sunday worship is organized by the pastor with assistance from the Worship and Music committee and the Deacons with hymn selection and the logistics of scheduling ushers, liturgists, communion servers, etc.

The Executive Council, Boards (Trustees, Deacons, Christian Education), Committees (Audit, Memorial, Nominating, Scholarship, Worship and Music), Teams (Prayer and Visitation), Church Archives, Women's Fellowship and Guilds are efficiently self-led. Each of these groups has their specific purpose as outlined by the church by-laws and constitution. The minister is a non-voting member of the Executive Council, Boards, Committees, and Teams. With the exception of Executive Council the minister is not required to attend any other Board/Committee meetings, however it is beneficial that they have a regular presence to offer prayerful support and to ensure that the efforts of the sub-groups of the church remain in line with the overall vision and mission of the church.

Communication among these separate entities is accomplished via face-to-face conversations, email, the weekly electronic newsletter, the worship bulletin and announcements. Ultimately and officially, this communication is facilitated through monthly Executive Council meetings. With the exception of the Board of Trustees, whose mission and focus is to be stewards of the church's finances and facility, each of these organizations has their own individual outreach and mission projects.

- When it comes to decision-making, how many hours are spent in meetings per month? **The Executive Council, Board of Trustees, Board of Deacons, and Board of Christian Education all meet monthly for about 1 hour each. They meet on Wednesday evenings with the boards at 5:30 and Executive Council at 6:30 for more efficient scheduling.**
- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished? **The Executive Council, Board of Trustees, Board of Deacons, and Board of Christian Education can meet in an emergency situation as needed.**
- Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church's activity and governance? **Yes, all of these would be available.**

3b. 11-YEAR REPORT

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



Church#: 721040

Assoc: 732 Schedule: 0 First Congregational United Church of Christ Pierre SD 57501

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2012	238	90	25	1	0	0	12	0	-11
2013	241	90	63	0	0	12	4	5	3
2014	235	80	40	0	0	5	7	4	-6
2015	226	80	40	0	0	0	9	0	-9
2016	224	70	35	3	0	3	8	0	-2
2017	223	70	85	5	0	4	10	0	-1
2018	224	70	114	0	0	6	5	0	1
2019	222	74	83	0	0	6	8	0	-2
2020	221	55	37	2	0	8	11	0	-1
2021	205	70	84	2	0	6	24	0	-16
2022	208	74	88	0	0	15	12	0	3

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
2012	\$130,033	\$0	\$13,649	\$4,545	\$18,194	\$2,000	\$20,194	10.50	\$150,227	\$133,300
2013	\$113,432	\$0	\$10,221	\$4,116	\$14,337	\$1,558	\$15,895	9.01	\$129,327	\$128,533
2014	\$127,998	\$0	\$6,788	\$14,259	\$21,047	\$2,625	\$23,672	5.30	\$151,670	\$128,758
2015	\$127,453	\$0	\$7,662	\$5,607	\$13,269	\$2,006	\$15,275	6.01	\$142,728	\$123,566
2016	\$107,067	\$0	\$8,170	\$2,201	\$10,371	\$3,218	\$13,589	7.63	\$120,656	\$126,395
2017	\$103,295	\$0	\$8,017	\$3,301	\$11,318	\$5,373	\$16,691	7.76	\$119,986	\$125,282
2018	\$119,471	\$0	\$7,579	\$6,879	\$14,458	\$4,031	\$18,489	6.34	\$137,960	\$146,226
2019	\$125,471	\$0	\$10,449	\$9,692	\$20,141	\$9,459	\$29,600	8.33	\$155,071	\$154,227
2020	\$151,611	\$0	\$8,119	\$5,916	\$14,035	\$10,007	\$24,042	5.36	\$175,653	\$143,734
2021	\$148,044	\$0	\$8,680	\$4,559	\$13,239	\$10,117	\$23,356	5.86	\$171,400	\$161,991
2022	\$166,664	\$0	\$9,312	\$736	\$10,048	\$18,650	\$28,698	5.59	\$195,362	\$166,739

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2017-2022	-6.73	5.71	3.53	66.67	20.00	61.35	-11.22	62.82
2012-2022	-12.61	-17.78	252.00	1400.00	0.00	28.17	-44.77	30.04

3c. CONGREGATIONAL DEMOGRAPHICS

These numbers are an accurate reflection of the membership due to cleaning up the membership rolls two years ago. The numbers we share are an accurate depiction of everyone with an active relationship to the church. We have bounced back to nearly pre-pandemic worship numbers, plus expanded our online community.

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	182	
Number of active non-members:	77	
Total of church participants (sum of the numbers above):	259	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	61%	X
Less than 10, more than 5 years:	21%	X
Less than 5 years:	18%	X

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
30	18	6	12	29	26	14	29	27	X

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	8%	X
Households with minors:	27%	X
Single adults age 35-65:	10%	X
Joint households with no minors:	31%	X
Single adults over 65:	24%	X

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	25%	X
College:	27%	X
Graduate School:	13%	X
Specialty Training:	2%	X
Other: Law, Medical	10%	X

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	61%	X
Adults who are retired:	33%	X
Adults who are not fully employed:	6%	X

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

- **Government and related organization employees including support staff, administrators and fiscal managers.**
- **Ranchers and farmers.**
- **Private Business owners and employees including stores and bankers.**
- **Medical staff – nurses, doctors, administrators, and support staff.**
- **Lawyers**
- **Educators and education support staff.**

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? **Our membership reflects the surrounding community which is 90% white and 10% Native American.**

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:

We have not had this conversation. Our current congregation is made up of all walks of life and all are welcomed.

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	10-20	Lay leaders
Baptisms (<i>number last year</i>)	6	Pastor
Children's Groups or Classes	85	Youth Ministry, Christian Ed Board
Christmas Eve and Easter Worship	88	Pastor, Deacons, Music Comm.
Church-wide Meals	40	Pastor, lay leaders
Choirs and Music Groups	30	Choir director, Bell Choir director
Church-based Bible Study	15-20	Lay Leaders
Communion (<i>served how often?</i>)	60	Pastor and Deacons serve communion first Sunday of the month and other special occasions
Community Meals	250	Women's Fellowship
Confirmation (<i>number confirmed last year</i>)	5 in 2023 0 in 2022	Pastor and the Children & Youth Ministry Coordinator
Drama or Dance Program	0	
Funerals (<i>number last year</i>)	7	Pastor
Intergenerational Groups	306	Pastor and the Children & Youth Ministry Coordinator
Outdoor Worship	100	One Hope Ecumenical Worship for 5 weeks in summer, Annual church picnic and outdoor worship in August/September
Prayer or Meditation Groups	4	Pastor

Public Advocacy Work	100+	Pastor, Deacons, Christian Ed, Women's Fellowship
Retreats	0	
Theology or Bible Programs in the Community	0	
Weddings (<i>number last year</i>)	1-2	Pastor
Worship (time slot: 10 AM weekly on Sunday)	60	Pastor, Music Committee
Young Adult Groups or Classes	0	
Youth Groups or Classes		
Other		

Additional comments:

List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current United Church of Christ Three-Way Covenants (i.e. serving in a congregation) or Four-Way Covenants (i.e. serving in a ministry beyond a congregation). **n/a**

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:

Emily Munger- As the resigned pastor, Emily will have no role in the life of the congregation. She will remain a member of this church to maintain her standing as an ordained minister in the United Church of Christ.

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
Administrative Assistant		\$13,495 Part-time	Pastor	2021
Children and Youth Ministry Coordinator		\$6,000 Part-time	Pastor	2022
Custodian		\$6,000 Part-time	Trustees	2022
Choir Director		Volunteer	Pastor	1996
Organist		Volunteer	Pastor	1989

REFLECTION

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

Over the past six years, we have seen a significant increase in young families in our congregation creating a very favorable, more balanced age demographic. These new members offer a more diverse and energized volunteer and leadership base. Programming that encourages intergenerational interaction has kept our aging membership active while enabling the younger members to learn about our traditions and history.

3e. CHURCH FINANCES

Current annual income (dollars used during most recent fiscal year) **2022**

Source	Amount
Annual Offerings and Pledged Giving	\$166,296
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$
Fundraising Events	\$
Gifts Designated for a Specific Purpose	\$
Grants	\$
Rentals of Church Building	\$
Rentals of Church Parsonage	\$ 0
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$
Transfers from Special Accounts	\$
Other (specify): Miscellaneous	\$443
Other (specify):	\$
TOTAL	\$166,739

Current annual expenses (dollars budgeted for most recent fiscal year): **\$166,664**

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? **44%**

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

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

- Our Church’s Wider Mission (OCWM – Basic Support)
- One Great Hour of Sharing
- Strengthen the Church (**we usually do this but missed it in 2022**)
- Neighbors in Need
- Christmas Fund

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? **6% of monthly collections**

What is the church’s current indebtedness?

Total amount of loan debt: **\$10,383**

Reason for debt: **Borrowed to build the church.**

Are capital and other payments current? **Yes. No payments are due until 2032.**

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.

Major kitchen and fellowship hall remodeling projects were completed in 2020 and 2021 funded by sizable memorial gifts from two different families.

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

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
2023	New larger elevator	\$74,000	\$113,870	Better access to the sanctuary
		\$	\$	

Describe the prominent mission component(s) involved in the most recent (or current) capital campaign. **Our current elevator is too small for larger wheelchairs and is untrustworthy at times. It was determined to ensure access to our church for all members, that we needed to install a new, larger elevator. A fund-raising campaign was begun with several donations/pledges of \$5,000 each and many of the congregation members responded with generous donations. After most of the funds were raised, a grant of \$30,000 from the estate of a wheelchair bound church attendee was received.**

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

What is the market value of the assets? **\$55,650**

Are funds drawn as needed, regularly, or under certain circumstances? **The endowment fund principle is permanently restricted, only the interest is used for approved expenses.**

What is the percentage rate of draw (last year, compared to 5 years ago)? **0%**

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

At the current rate of draw, how long might the endowment last? **Endowment is permanent.**

Please comment on the above calculations or estimates: **n/a**

Other Assets

Reserves (savings): **\$5,085**

Investments (other than endowment): **\$26,750**

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

Describe all buildings owned by the church: **Original church building and added education wing.**

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

Which spaces are accessible to wheelchairs? **All areas are accessible to wheelchairs except for the pulpit and the balcony.**

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

Our revenues have been steadily increasing over the last 5 years with our most current budget (2023) at just under \$180,000. We have been working with a 5-year plan to increase our pastor compensation package to get it up to conference standards.

Early in November each year, the church treasurer reviews income and expenses for the current year and prepares a proposed budget for the next year. The proposed budget is then reviewed with the Pastor, Church Moderator and the President of the Trustees, revised as needed and presented to the Board of Trustees for their recommendation. The budget is then presented to the congregation at the annual meeting in January for their approval.

The Executive Council, Trustees and the Board of Christian Education determined that based on the significant increase in the number of children and youth attending church, it was important to invest in the new paid position of the Children & Youth Ministry Coordinator.

3f. HISTORICAL INFORMATION

Name one to three significant happenings in the history of your church that have shaped the identity of your congregation. Add the most important event in the life of your church in the past 10 years.

A camera was installed during COVID to allow for live streaming of our worship services every week and has continued since then. (MOST IMPORTANT)

A new electronic sign to promote our events and church services was installed in 2021 through a gift from a member.

An improved website and active Facebook page to keep members and the general public informed of our activities.

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

Our pastor recently took a three-month sabbatical and with an interim pastor available only part-time, our members were able to continue operating the daily, weekly, and seasonal programming. We are proud of our effective leadership throughout every facet of our church. Indeed, our minister is our spiritual leader, but when the pastor needs support and the assurance that things will not fall apart when their time and attention may be directed elsewhere, this church comes through.

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.

In the past interpersonal conflict has generally been mediated by the pastor. Conflicts regarding policy are addressed through appropriate boards and, if necessary, taken to the full congregation at congregational meetings and voted upon. If a conflict involves the minister, there is a Pastoral Relations committee that will hear the dispute and determine

a course of action as needed. For other formal disputes we look to our Constitution and Bylaws.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Emily Munger	2017 - 2023	Yes
Susan Carr	2007 - 2016	Yes
Roger Easland	1993 – 2007	Yes
Raymond Schatz	1973 – 1993	No (Deceased)

Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership: **We were the first church in the Pierre / Ft. Pierre area, and we value our history. We expect our pastor to be cognizant of our history, but also challenge us to be progressive.**

We want our pastor to be invested in our community.

It is important that our future pastor is someone who genuinely cares for us.

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

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

The Pierre / Ft. Pierre area combines history, heritage, and the culture of the American West with matchless year-round outdoor recreation on the Missouri River and North Central Plains. The Missouri River, State Capitol, and recreation such as hunting and fishing bring many tourists to the Pierre / Ft. Pierre area during all seasons of the year.

Because Pierre is South Dakota’s state capital, we have many neighbors from diverse backgrounds who help to make our community a very exciting place to live and work.

The Pierre/Ft Pierre area has four public elementary schools, two middle schools, two high schools, two private elementary schools, and one Bureau of Indian Education elementary boarding school. Pierre has an excellent hospital and medical services, many parks, and opportunities for recreation. We enjoy a vibrant church community with many different ways of worshipping God.

Our neighbors are those who have lived in the Pierre / Ft. Pierre area for all their lives as well as those who just stop by for a day or two. Pierre and Ft. Pierre are very welcoming communities, and we take care of our friends, neighbors, and visitors. We contribute to the area through food drives for the food pantry, school store, and back-pack food supplies; back-pack school supply drives, and by providing vouchers for food and/or gas for those in need. Strangers do not remain strangers, and all in need are helped in this community.

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

Our congregation is represented in the greater United Church of Christ by:

Chuck Frieberg – United Church of Christ Board of Directors for both the South Dakota and the Tri-Conference

Sandra Kangas – South Dakota Committee on Ministry and Oahe Association Registrar/Treasurer

We also promote and encourage our relationship with the Dakota Association of the United Church of Christ as they meet in our church periodically. Church member, Bernie Starrs, serves on the Dakota Association Board of Directors.

Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations. Check any statements below that apply to your UCC faith community.

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

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

While we have not utilized designations/campaigns beyond God Is Still Speaking, we do welcome people of all ages, races/ethnicities, from all life and economic situations.

Describe your congregation's participation in ecumenical and interfaith activities (with other denominations and religious groups, local and regional). **Our congregation participates in the One Hope Ecumenical Worship in the park that combines six local churches to worship together in the summer months and a joint Vacation Bible School with those churches. We publish ecumenical and interfaith activities and services in our worship bulletins. Our church has hosted multi-faith concerts and fundraisers.**

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. **“To welcome and serve all people who are seeking a deeper understanding of their faith; to give witness to the life-changing power of Jesus Christ and God's grace and mercy through the Holy Spirit.”**

As stated previously, our church is a welcoming congregation. We are open to people from all walks of life, in all stages of need, and try to make them feel accepted and valued in our midst. Our desire for our pastor to lead us through Bible-based stories and life experiences also addresses our mission. Our congregation embodies Hope through God's grace and mercy.

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 expect our pastor to be a member of the Pierre / Ft. Pierre Ministerium. This group coordinates and serves the community through pulpit-sharing at the historic Oahe Chapel and at area Senior Living facilities. They also provide opening prayers during the South Dakota Legislative session. We would also suggest active membership in the Tri-Conference, South Dakota Conference, Oahe Association, to follow national UCC happenings, and to participate in local community charities and organizations.**

4b. MISSION InSite – this is no longer available from the Conference office

While the Mission InSite report is no longer available, a look at the reports from Association of Religion Data Archives (ARDA) was recommended. Additional information can be found on that website to compare our city/area to the rest of the state, and beyond which is found at [Association of Religion Data Archives \(thearda.com\)](http://thearda.com).

Our “neighborhood” is the whole community of Pierre, Fort Pierre, and the surrounding rural geographic area because these communities are relatively small towns. Ours is the only UCC congregation in a 100-mile radius.

As the capital of South Dakota, the area has many people employed in government and NGO. Our church population reflects that. However, we do not have any elected officials that attend our church.

There is a hospital in town and a regional cancer treatment center as well as various health care agencies. Our membership includes one MD and several nurses.

Because we are a small town, our reach goes beyond the borders of town into the agricultural areas which includes both farming and ranching. We have several members that are involved in producing food to feed the area and beyond.

A look at the population of the area compared to our church shows there are gaps in ages active in church. As mentioned elsewhere, the population of South Dakota is about 90% white and 10% Native American, which is mirrored in our congregation.

There are about fifteen different religious denominations represented by organized congregations in the area – mostly the mainstream churches (Baptist, Lutheran, Catholic, Methodist, Presbyterian etc.) A few of the denominations have more than one church here. Denominations that, in South Dakota, would be considered less mainstream, (e.g.: Greek Orthodox, Jewish, or Muslim) do not have places of worship in Pierre, however, there are centers for those religions in the larger cities in the state.

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

The community demographics do not influence the shaping of our ministry. Our philosophy and mission of being an open and welcoming church are a long-standing tradition.

What do you hear when you talk to community leaders and ask them what your church is known for? **Our church is known for its leadership in pulling organizations and other churches together to work in unity for the good of all, especially the underserved. Uniting diverse groups of people to act as one body of Christ, despite their differences. We are a mission driven church.**

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

- **“Being invited to participate and encouraged to contribute our unique talents and ideas makes us feel that we are an important part of the church family.”**
- **“I got involved because I feel connection and belonging by being in the mix of worship and ministry.”**

5. REFERENCES

REFERENCE 1

**Jim Oleson / Pastor / Chamberlain United Church of Christ, Chamberlain, SD
605-234-5202 / pastor_jimcucc@yahoo.com / Former member**

REFERENCE 2

**Corwin Jones / Executive Director / Pierre Area Referral Service
605-224-8731 / pars@midconetwork.com / Administers charitable organization FCUCC supports.**

REFERENCE 3

**Nance Osborn / Vicar / Resurrection Lutheran Church, Pierre, SD
605-280-4655 / bnorsbon@pie.midco.net / Former interim pastor**

(Reference letters attached)

6. CLOSING THOUGHTS

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

6a. CLOSING PRAYER

God our Father, Son, and Holy Spirit – Grant this congregation and potential applicants the wisdom and perception to explore opportunities and growth as we make these very important decisions for our lives. Help us both to discern the best fit between the divine gifts, abilities and strengths of the candidates and the strengths, gifts, and needs of the church so we may all continue to grow in faith. Help us to be conscientious in putting our best foot forward in spirit and in truth. In Your name we pray that Your will be done, Amen.

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 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.

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

Pulpit Search Committee (Moderator, Vice Moderator, Past Moderator, Christian Education representative, Trustee representative, Deacon representative, Children and Youth Coordinator), Church Treasurer and Church Clerk

Signed:

Richard E. Gloe Jr.

Date:

10/20/2023

Richard Gloe Jr., Church Moderator

6c. VALIDATION BY CONFERENCE/ASSOCIATION

The congregation is currently in good standing with the association / conference named.

Staff Comment:

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

Staff Comment:

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

Staff Comment:

My signature below attests to the above three items.

Signature:

Name / Title:

Email:

Phone:

Date:

**UNITED CHURCH
OF CHRIST**



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

First Congregational UCC Reference Letter

My name is Corwin Jones. I am the Executive Director of Pierre Area Referral Service (PARS), a non-profit organization which provides referral and services to those in need. My email address is pars@midconetwork.com.

Personally, my connection with First Congregational UCC started at a wedding I attended nearly 20 years ago. The wedding was a very nice, traditional service. The couple is still together, by the way, and still attend First Congregational UCC with their children and grandchild.

Five years ago, I became more connected to First Congregational UCC when I became Executive Director of PARS. My executive director role led to my involvement in the Pierre/Fort Pierre Ministerium. The Ministerium acts as a gathering / networking opportunity for local pastors. Local needs are discussed, nursing home ministry opportunities are offered, and opening prayers for local meetings and legislature can be disbursed among several churches instead of just one. My ministerial connections led to a better understanding of the connection between First Congregational UCC and our community.

I am a member of Pierre First United Methodist Church, but I have felt very welcome among the congregation of First Congregational UCC. I attend at least one service a year as a presenter, to accept a donation for PARS, or to provide special music, but also as a worship opportunity. God's presence is surely in this place. I also follow First Congregational UCC on Facebook and watch the service on-line.

First Congregational UCC gives a yearly donation of food to PARS through their Sunday School students. After the food is collected, the youth and parents bring the food to PARS, and we give a tour and discuss helping those in need. First Congregational UCC invites my family and me to their Soup-er Bowl party each year where many different soups are offered. No one leaves hungry. The congregation is very friendly, and no one shies away from the non-church members at worship or events within the building. This church is not just a building. First Congregational UCC attendees are active in the community and have a very giving nature.

If I was to name anything that could be improved, I would say I would like to see better recognition of First Congregational UCC in the community. When I speak to people about First Congregational UCC, many respond with, 'where is that church?'

Letter of Recommendation – First Congregational United Church of Christ of Pierre

July 17, 2023

To Whom It May Concern:

At the age of 49, I resigned from my employment with the State of South Dakota in order to attend seminary full time. It was a big step, one made on faith, for a man with a wife and three children, two of whom were in college at the time. Now, fifteen years later, I have completed my seminary education, become ordained in the United Church of Christ and have been for more than ten years serving as full time pastor in the South Dakota Conference. This is the most fulfilling career I could have imagined and none of this would have happened without the constant encouragement, nurturing of the First Congregational United Church of Christ of Pierre. They were partners in my dreaming.

Perhaps it was their partnership in my dreaming that I wish to stress most in this letter of recommendation. Just being a place where those kinds of dreams can exist is something special. Being a place where those kinds of dreams can actually be able to be considered seriously is something not only special, but remarkable. It was this environment that caused me to actually dream those dreams of ordained ministry. It was this environment that caused me to take them seriously. It was there that I heard the call and was able to heed that call.

When I first arrived at the church in 1999, I was pleased with the friendly reception my family and I got when we first began attending. Our experience of course was not unique – the congregation has welcomed many others in the same friendly manner since then.

Yet as I stated above, their encouragement didn't stop there. At first I was asked, out of the blue it seemed, to serve on the Board of Christian Education. Later, someone of the congregation thought they recognized dormant gifts within me and asked me to become Sunday School Superintendent.

At another time, the choir director (actually during a hymn, I believe) came up to the balcony where my family and I were sitting and asked me (once again, out of the blue) if I would join the choir. Apparently someone had heard me sing and mentioned my name to him, and he asked me. What a gift that has been to me, to sing with that choir as one of the "Back Row Boys."

Later, when the Adult Sunday School teacher was moving out of the state, I was asked individually by almost all of the other members of the class if I would become teacher. Somewhat reluctantly I agreed, unsure of my ability to follow in the footsteps of our gifted former teacher. I was constantly encouraged (and challenged) by that class, and again was encouraged by them and others including the pastor, to attend the Lay Ministry Education program put on by the Conference.

There is no way I would have been doing any of these things were it not for the encouragement and nurturing of this congregation. I was encouraged, and my gifts were recognized by this congregation even before I recognized them in myself.

This congregation has the gift of being able to recognize the Christ in each other and is willing and able to nurture that. This is, to my mind, probably the greatest strength of this congregation. I think my experience here is typical. I am but one of many from within this congregation who has discovered his gifts, found his voice, through the active effort of the other members of this congregation.

Perhaps this letter has been too much about me. But it seemed the best way for me to describe this congregation. I am not at all sure that things would have turned out in my life the way they did were it not for this particular and blessed congregation.

Rev. Jim Oleson

August 23, 2023

To Whom It May Concern:

In June of 2022 through August of 2022, I had the privilege of serving as the interim pastor during Pastor Emily Munger's sabbatical. It was a joy to serve the church in this capacity. It was apparent Pastor Emily and the leadership had prepared well for her time away. Prior to serving as the interim Pastor at UCC, I also provided pulpit supply on several occasions throughout 2022 which gave me the opportunity to see the church functioning beyond the summer months.

As interim, I worked with the church council, the deacon board and the education board. All of these entities had active participation while the pastor was gone. I also worked with the church staff, which included an administrative assistant, education director and custodial staff. All were of great assistance during my time at the church.

Prior to and after serving as interim I was able to observe some of the education programs of the church especially, "Messy Church." All ages of the congregation participated and worshipped together on a Wednesday evening from the youngest to the oldest. What a blessing to witness. A significant amount of time and energy is put into youth programs by the pastor, education director and congregation. I feel it is one of the strengths of the current church. While youth education had been done very well over the years, the hiring an education director has strengthened their programs.

A great strength at First Congregational UCC is their activities and participation outside the walls of the church, within the community. The programs in the community they support and partner with are serving to meet the needs of many people within the community. What is evident, is their leadership and support in ethnic and cultural diversity both inside and outside of the church.

Probably one of the more significant things I have participated in with the congregation before and after my work as interim was an ecumenical worship service in the park, Vacation Bible School and Lenten services started by Pastor Emily and other clergy within the community, all under the title "One Hope." "One Hope" started as an ecumenical effort between two local churches joining together to share their worship experiences. It has developed into six different denomination churches sharing worship, fellowship and working together to meet the needs of the community. It is open to all people in the community. It is truly unification in the body of Christ, celebrating what we have in common rather than our differences. It continues to grow in participation with more joint opportunities coming together as one body.

One area I was not able to experience was adult education. Summer months are not normal months for education programs. I do not have full knowledge of the different educational programs available for adults with the exception of the women's group that did meet

throughout the summer. The church might look at providing additional development for young adults, middle aged adults, and older adults to grow and uplift their faith.

The church might also consider further developing a care ministry team. While it is important that a pastor make visits to shut-ins and those not able to attend worship, it is also important to have a well-developed care ministry team to support the efforts of the pastor.

I received and continued to receive the weekly e-news from Pastor Emily. I feel good and open communication is a key to the success of any relationship including the church. This is being fostered at First Congregational UCC not only for the benefit of the congregation but to the community as well.

From day one, I felt welcomed at First Congregational UCC. During my time as interim I also felt respected and supported in helping to carry out the mission of the church. They are truly a welcoming Body of Christ both inside and outside their structured walls led by their current pastor and leadership. My hope is that the church will continue to make this a part of who they are as a Church.

Thank you for the opportunity to share my experience, thoughts and perspective of First Congregational UCC.

Sincerely,

A handwritten signature in cursive script that reads "Nance Orsbon". The signature is written in black ink and is positioned to the right of the typed name.

Nance Orsbon
Vicar, Resurrection Lutheran Church