

UNITED CHURCH OF CHRIST
LOCAL CHURCH PROFILE



The Congregational Church of Detroit Lakes, MN, United Church of Christ
Detroit Lakes, Minnesota

Position Opening: Pastor

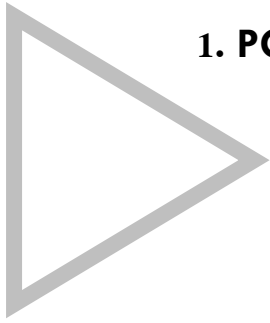
Minnesota Conference

Validated 1/16/24

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MINISTERIAL EXCELLENCE,
SUPPORT & AUTHORIZATION



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:

The Congregational Church of Detroit Lakes, MN, United Church of Christ

Street address:

900 Lake Avenue, Detroit Lakes, MN 56501

Supplemental web links:

www.detroitlakesucc.org

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



Additional ecumenical affiliations:

None

UCC Conference or Association Staff Contact Person:

Rev. Cindy Mueller, Minister for Congregations in Transition for the Minnesota Conference UCC

612-871-0359 ext. 5 (office), 763-439-3952 (cell)

Summary Ministry Description:

- We are a congregation committed to growing and increasing participation in the life of our church. We hope for the church to continue to be inclusive, sustainable, environmentally responsible, and compassionate to the needs of others.
- We seek a pastor, a guide, an empathetic and patient person, who can help us walk in the path of Jesus.
- We need energy, ideas, listening ears, discerning hearts, and some good sermons which are meaningful, engaging, relevant and mixed with humor.

What we value about living in our area:

- Our physical location in the middle of the community.
- Our unique position as the most progressive church in the extended area.
- Our service to the community at large.

Current size of membership:

127

Languages used in ministry (*other than English*):

n/a

Position Title:

Full Time Pastor

Position Duration:

Settled Pastor – 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. Please see detailed plan under 1c. Compensation and Support.



On August 21, 2022, we celebrated 150 years with an outdoor service held at the original location of our first church building, which is now the Grand Army of the Republic (GAR) Park, a memorial park remembering the Civil War Veterans.

1b. SCOPE OF WORK

40-50 hours weekly / 10-12 units

- Preparation and leadership of Sunday worship including scripture study, crafting of liturgy and bulletin, sermon preparation, guiding and sometimes finding lay liturgists, planning of music in coordination with musical staff or volunteers, preaching, offering of prayers, etc.
- Faith formation and vitality through prayer, Bible study, service, identifying helpful resources and opportunities and helping lay persons take advantage of them.
- Leadership development by working with people in the church to create ministry and programs.
- Pastoral care in collaboration with lay people.
- Community engagement and leading the way for the church to be an ambassador of God's love.
- Weddings and funerals for participants in the worshipping community.
- Strategic planning for current and new direction in ministry.
- Attend meetings and give leadership as needed to church programs, in collaboration with lay leadership.
- Participate in wider church activities such as conference meetings.
- Administration responsibilities (unless delegated) such as email, website, church supply purchasing, more.
- Faithful financial development and stewardship.
- Responsibility for supervision of staff.
- Availability to wider community for funerals, weddings, special worship programs, and as a representative of the church to local organizations.
- Counseling, listening and referral.
- Study and prayer to increase faith and to improve skills so as to lead, teach, preach better.
- Energizing and deepening the spiritual connections and faith understandings of others in all they do.

Core Competencies:

We want a caring, sensitive, sociable pastor who:

- Inspires us to grow in our faith journey.
- Supports and continues to develop our long history of involvement in this community.
- Guides us in a self-examination process to discern how we can be more inclusive and compassionate.

1c. COMPENSATION AND SUPPORT

Salary Basis:

Our salary offer is negotiable based on Conference guidelines and is within the Conference recommended salary range of \$73,067 - \$79,557 depending on level of experience. We also provide a housing allowance based on conference guidelines.

Benefits:

Salary plus Benefits: 4 weeks of vacation and up to 12 days of sick leave per 12 months of service, annuity, family health and dental, social security offset, continuing education funds, life/disability insurance, reimbursement for criminal background check on the minister, parental leave, sabbatical leave of three months after five years. The Foundation funds the sabbatical leave.

What is the expected living situation for your next minister?

We do not have a parsonage. While purchasing a home or rentals may be limited in Detroit Lakes, there are several small communities in the area that may also have options.

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

We prefer a commute of less than 45 minutes

State any incentives:

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

The Minnesota Conference (UCC) offers many opportunities to gather and serve.

- Ministers in the Minnesota Conference are invited to participate in the annual Fall Retreat at a central location.
- Outdoor ministry opportunities are offered for youth and adults throughout the state. Some of these are for refreshment, fellowship, and enrichment.
- Faith Formation (FourThursday) monthly events throughout the program year are offered in a hybrid format (in person at United Theological Seminary or via Zoom) for up-to-date information and resourcing in the ministry of faith formation – open to laity and clergy. With a free lunch!
- Excellent resources to Clergy in Minnesota are the seminaries in the Twin Cities – United Theological Seminary, St. Paul (a closely related UCC seminary), Luther Seminary, St. Paul (ELCA).

- Authorized Ministers and lay leadership are encouraged to participate in the Annual Meeting of the Minnesota Conference (UCC) at The College of St. Benedict in St. Joseph, MN (near St. Cloud) on the second weekend of June.
- Courses, webinars are provided by the conference and national setting of the UCC.
- Courses offered to maintain Boundary Training (every 3 years) and Anti-Racism training (every 2 years) are offered in a variety of formats, locations and throughout the year.
- Covenant Days are held throughout the conference to gather regional clergy for a time of fellowship, worship and learning w/the MN Conference staff.
- A lay & ordained program for continuing education – The Damascus Project – offers courses throughout the year. This is a partnership with the WI Conference UCC.
- UCC clergy whose churches reside in a particular area meet monthly for cluster meetings.
- Support of conference staff and committee on ministry.
- If there is a local ministerium in the local area that may be another form of support

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*

The stained-glass window in our sanctuary was installed when the church was built in its current location in 1893. We are currently the oldest church building in Detroit Lakes.



The church sanctuary at Easter before our most recent remodel to make the chancel all one level.

Our communion table.



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.

- Growing our outreach, continuing current projects, and bringing new ideas.
- To be welcoming and encouraging of new visitors and members.
- To be spiritually relevant and uplifting.
- To build connections within the church and community.
- To uplift children and families with faith formation, education, and fellowship.
- To continue building our inclusiveness of all people – no matter their age, color, creed, sexual orientation, nationality, etc.
- Someone who understands the importance of mutual growth of the congregation and their own personal growth.

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

- The ability to work with diverse people, having an interest in the community, and be willing to take risks.
- We feel God is calling us to join with and walk alongside other organizations who serve the homeless, work with environmental issues, and work towards more equitable solutions in our community.

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

With the proximity of the Anishinaabe Chippewa tribe on the White Earth Reservation, a familiarity with their culture would be desirable, but not required.



Green Team Activities

Planting trees at the new South Shore Park in the city of Detroit Lakes, a full-service regional park.

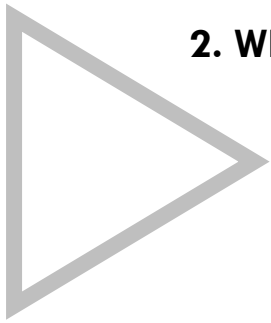
-and-

The pollinator garden that was installed in place of the front lawn of our church property in the summer of 2022.



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.

- A SPIRITUAL FOUNDATION AND ONGOING SPIRITUAL PRACTICE We seek a partner who is called to ordained ministry by God and the Church and exhibits a lifelong commitment to spiritual development and personal stewardship. This partner shows continuing discernment of that call in the community. This partner should demonstrate the ability to work with a diverse group of people within the congregation and the community.
- WORKING TOGETHER FOR JUSTICE AND MERCY We want a partner in working for justice and mercy who welcomes all where they are on their journey and helps build relationships of mutual trust and encouragement. This partner is not afraid to take risks in confronting injustice and does so with respect and understanding of the community and the changes within the community.
- CARING FOR ALL CREATION We are looking for a partner who shows care and compassion for all God's creations – the Earth and its resources, the creatures including humans and themselves. It is important to us and to this ministry that the individual practice self-care and life balance. Stewardship of the Church's resources is also an important quality.
- ENGAGING SACRED STORIES AND TRADITIONS Lastly, we wish a person who understands the history of the Church and can bring to life our sacred stories and traditions while putting them into context in our modern society and worship. We wish a person who is a well-spoken and effective speaker. This person should seek continued study to further their and our understanding of the Scriptures and our calling in this world. It is important to us that this person be able to lead across generations.



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?

- To continue and expand our diverse community.
- A safe haven, a peaceful place to explore who you are and where you are on your journey.
- A place of outreach, seeking ways to minister to the wider community.
- Welcoming people searching for a path of spiritual growth.
- A “cool congregation”, focusing on green energy, hosting community forums on climate change, etc. This is one of our unique gifts as a congregation.

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

- Restarting Sunday School.
- Supporting of the Pride events in our community.
- Continued support for the community’s homeless initiative, which has grown from the community forum we sponsored in 2018 to now, a coalition of many faith leaders and community partners.

Making prayer flags in Sunday School.



Supporting the First Annual Detroit Lakes Area Pride Picnic



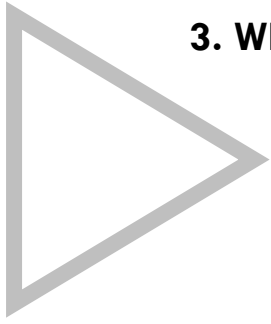
Join us from 4pm-7pm for:

- Yard Games
- Food
- Meet and Greet
- Music
- Giveaways
- Sinners
- and More!

At the City Park by the Band Shell
In Detroit Lakes: 1320 Lincoln Ave

If you're interested in volunteering or want more information, please email us:
GLareopride@gmail.com





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.

We are a progressive, open and affirming, creation justice congregation who strives to show our love for God by loving and accepting everyone. We are called by Jesus in loving, affirming, worshiping, teaching, forgiving, and serving. The Holy Spirit nurtures the light of God in each of us.

Describe several strengths or positive qualities of your congregation.

- We offer a blend of traditional and contemporary worship that provides a meaningful experience of God and the Christian tradition and expresses the Gospel in contemporary language and forms.
- We engage in acts of charity and service to persons in need.
- We provide fellowship opportunities for members.
- We believe and practice “no matter who you are or where you are on life’s journey, you’re welcome here.”
- 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. Our Christian Education program is able to provide individualized attention to children with special needs who might otherwise get lost in the shuffle of a larger church.

Describe what worship is like when your congregation gathers.

We worship in a beautiful sanctuary that is 130 years old. Our order of worship is traditional in style with strong elements of personal sharing and interaction by the congregation throughout the service. Several members of the congregation arrive early to check in with each other and greet people who may be visiting. Music is a very big part of our worship services. We have a choir, a band, and a pianist who all provide a wide variety of traditional and contemporary music.

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

As with many churches, during Covid we lost membership through people transitioning out for various reasons; yet, since resuming in-person worship, we have added new families and have resumed regular Christian education. We plan to grow the Christian education program and resume adult opportunities through book studies, Lenten studies, gatherings, mentoring program, youth activities. For example, our most recent Lenten study was a comparison of parallel stories from the Bible and the Quran.

Describe how your congregation is organized for ministry and mission.

- We have a Church Council and the following boards: Stewardship, Christian Education, Trustees, Diaconate, Congregational Life, Pastoral Relations, and Foundation.
- We have an active Green Team.
- We have a videographer for recording and posting our Sunday services on You Tube.
- Communication is handled via email, phone trees, board reports, weekly emails from the pastor, and announcements in church.
- We have bylaws, annual reports, and a monthly newsletter.

When it comes to decision-making, how many hours are spent in meetings per month?

2-3 hours per month when work is needed.

Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?

A special Council meeting was called on a Sunday morning following a family crisis within the congregation when a family lost their home to a fire. The Council decided to reach out to the congregation for donations to support the family.

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

3b. 11-YEAR REPORT

Church#: 360300

Assoc: 434

Schedule: 0

Congregational United Church of Christ

Detroit Lakes

MN

56501

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	166	80	22	0	0	0	6	3	-9
2013	161	70	16	3	0	7	5	10	-5
2014	159	70	16	0	0	3	5	0	-2
2015	160	75	24	4	0	3	6	0	1
2016	162	70	12	0	0	6	4	0	2
2017	150	80	11	0	0	7	5	14	-12
2018	148	80	24	1	0	1	4	0	-2
2019	147	75	36	2	0	0	5	0	-3
2020	139	75	36	0	0	2	6	0	-8
2021	136	70	32	1	0	0	4	8	-3
2022	125	50	11	0	0	2	5	8	-11

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	\$161,023	\$0	\$14,250	\$7,338	\$21,588	\$11,672	\$33,260	8.85	\$194,283	\$148,337
2013	\$162,425	\$0	\$15,613	\$2,434	\$18,047	\$7,252	\$25,299	11.14	\$165,409	\$157,739
2014	\$162,010	\$0	\$14,923	\$4,840	\$19,763	\$0	\$19,763	9.21	\$181,773	\$160,236
2015	\$174,871	\$0	\$14,900	\$4,502	\$19,402	\$11,535	\$30,937	8.52	\$205,808	\$171,599
2016	\$173,562	\$0	\$15,500	\$5,955	\$21,455	\$5,783	\$21,455	8.93	\$195,017	\$158,358
2017	\$171,030	\$0	\$15,900	\$1,572	\$17,472	\$7,175	\$17,472	9.30	\$188,502	\$155,809
2018	\$231,186	\$0	\$16,841	\$5,488	\$22,329	\$6,000	\$28,329	9.65	\$243,951	\$158,381
2019	\$202,132	\$0	\$16,600	\$3,502	\$20,102	\$7,069	\$27,171	9.35	\$194,981	\$162,635
2020	\$183,586	\$0	\$15,590	\$2,020	\$17,610	\$12,017	\$17,610	8.78	\$162,426	\$158,466
2021	\$177,571	\$0	\$17,310	\$2,280	\$19,590	\$9,087	\$28,677	9.75	\$195,737	\$160,105
2022	\$156,552	\$0	\$15,585	\$3,940	\$19,525	\$11,585	\$31,110	9.96	\$187,662	\$178,848

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2017-2022	-16.67	-37.50	0.00	-71.43	-31.58	-8.47	11.75	-0.45
2012-2022	-24.70	-37.50	-50.00	0.00	44.44	-2.78	-9.56	-3.41

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate?</i>
Number of active members:	81	Yes
Number of active non-members:	3	Yes
Total of church participants (sum of the numbers above):	84	Yes

Percentage of total participants who have been in the church:

		<i>Is this number an estimate?</i>
More than 10 years:	65%	Yes
Less than 10, more than 5 years:	17%	Yes
Less than 5 years:	18%	Yes

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate?</i>
	3	4	8	3		14	36	16	Yes

Percentage of adults in various household types:

		<i>Is this number an estimate?</i>
Single adults under 35:	2%	Yes
Households with minors:	14%	Yes
Single adults age 35-65:	6%	Yes
Joint households with no minors:	52%	Yes
Single adults over 65:	26%	Yes

Education level of adult participants by percentage:

		<i>Is this number an estimate?</i>
High school:	10%	Yes
College:	50%	Yes
Graduate School:	40%	Yes
Specialty Training:		
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate?</i>
Adults who are employed:	17%	Yes
Adults who are retired:	77%	Yes
Adults who are not fully employed:	6%	Yes

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

12% of participants are in managerial or proprietary positions, 42% are in professional or technical positions. The remainder work in service or clerical fields.

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?

We are predominantly white, with some Asian and Native American influences.

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

We completed the Welcoming Diversity Inventory in December 2023. We also have had numerous ongoing conversations about welcoming diversity which are reflected in our open and affirming status, mission statement, book studies, Lenten studies, forums held in the church and in the community, we recently sponsored the first annual pride picnic, and on November 20, 2023, we hosted a community transgender remembrance service and potluck. While we feel we have made great progress addressing diversity the inventory indicates that we need to be more intentional in some areas.

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?
Adult Groups or Classes		
Baptisms (<i>number last year</i>)	3	Pastor
Children's Groups or Classes	7	Christian Ed. Coordinator
Christmas Eve and Easter Worship	70	Pastor
Church-wide Meals	55	Congo Life
Choirs and Music Groups	15	Music Director and Band Leader
Church-based Bible Study		
Communion (<i>served how often?</i>)	55	Monthly by Pastor
Community Meals	64	Congo Life and Diaconate
Confirmation (<i>number confirmed last year</i>)		
Drama or Dance Program		
Funerals (<i>number last year</i>)	3	Pastor
Intergenerational Groups		
Outdoor Worship	60	Band, Diaconate, Council, Pastor
Prayer or Meditation Groups		
Public Advocacy Work	24	Food Pantry, Council, Pride Event
Retreats		
Theology or Bible Programs in the Community		

Weddings (<i>number last year</i>)	1	Pastor
Worship (time slot: 10:00 AM)	45-50	Pastor, Music Director, Band Leader
Worship (time slot: _____)		
Young Adult Groups or Classes		
Youth Groups or Classes		
Other		

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?
Rev. Mark Kuether			Interim	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:

Rev. Kuether still has membership in our church, he does not live in the area, and does not participate in the life of the congregation.

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
Interim Pastor	Yes	Full Time	Council	1 year
Custodian		Part Time	Trustees	2 years
Administrative Assistant		Part Time	Pastor	1.5 years
Financial Administrator		Volunteer	Council	6 years
Sound Tech		Part Time	Pastor	1.5 years
Videographer		Part Time	Pastor	2.5 years
Choir Director		Part Time	Diaconate	2 years
Pianist/Music Director		Volunteer	Diaconate	30+ years

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

We have strong lay leadership to support our pastor. Nearly every aspect of our church’s ministry is led by members and lay leadership. We take it literally that we are the ministers of this church.

Our band leads a song every Sunday during worship.



Our annual potluck picnic on Homecoming Sunday, the first Sunday after Labor Day, welcoming back the choir and Sunday school after summer.



3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$189,283
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$12,000
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$10,300
Fundraising Events	\$12,085
Gifts Designated for a Specific Purpose	\$3,666
Grants	\$0
Rentals of Church Building	\$0
Rentals of Church Parsonage	\$0
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$0
Transfers from Special Accounts	\$3,200
Other (specify):	\$0
Other (specify):	\$0
TOTAL	\$230,534

Current annual expenses (dollars budgeted for most recent fiscal year): \$170,485

Congregational Church of Detroit Lakes United Church of Christ				
Income and Expenses				
Actual to Budget Comparison for 2022 and January through November 2023				
INCOME	Actual 2022		Actual Jan-Nov 23	
Pledges	\$ 89,995.00		\$ 78,289.39	
General Offering	\$ 87,236.00		\$ 98,545.50	
Loose Offering	\$ 1,616.65		\$ 2,142.90	
We Care	\$ 185.99		\$ 424.77	
MnKota Recycling	\$ 74.92		\$ 56.61	
Building Use Revenue	\$ -		\$ 25.00	
Interest Income	\$ 15.09			
TOTAL INCOME	\$ 179,123.65		\$ 179,484.17	
EXPENSES	Actual 2022	Budget 2022	Actual Jan-Nov 23	Budget 2023
FOR PREACHING THE WORD				
Ministers Compensation	\$ 43,944.94	\$ 56,461.50	\$ 40,366.70	\$ 44,036.00
Housing Allowance	\$ 13,083.31	\$ 16,000.00	\$ 13,750.00	\$ 15,000.00
TOTAL	\$ 57,028.25	\$ 72,461.50	\$ 54,116.70	\$ 59,036.00
Benefits				
Ministers Annuity	\$ 8,672.72	\$ 10,144.61	\$ 7,576.36	\$ 8,265.04
Social Security	\$ 4,362.67	\$ 5,543.30	\$ 3,387.21	\$ 4,516.25
Family Protection Plan	\$ 584.81	\$ 1,070.50	\$ -	\$ -
Health, Dental, Vision Ins.	\$ 15,974.84	\$ 28,507.00	\$ 7,653.25	\$ 8,349.00
TOTAL	\$ 29,595.04	\$ 45,265.41	\$ 18,616.82	\$ 21,130.29
Expenses for Ministry				
Mileage	\$ 1,293.26	\$ 4,000.00	\$ 2,000.68	\$ 4,000.00
Business Expenses	\$ 7.49	\$ 350.00	\$ -	\$ 1,000.00
Books and Periodicals	\$ 57.14	\$ 300.00	\$ -	\$ -
Continuing Education	\$ 170.00	\$ 600.00	\$ 275.14	\$ 600.00
TOTAL	\$ 1,527.89	\$ 5,250.00	\$ 2,275.82	\$ 5,600.00
Total PREACHING THE WORD	\$ 88,151.18	\$ 122,976.91	\$ 75,009.34	\$ 85,766.29
CHURCH'S LARGER RELATIONSHIP				
Our Church's Wider Mission	\$ 16,000.00	\$ 16,000.00	\$ 14,500.00	\$ 16,800.00
Other Donations and Dues				
CUE	\$ 1,600.00	\$ 1,600.00	\$ 1,540.00	\$ 1,680.00
D.L. Ministerial Assoc.	\$ 100.00	\$ 200.00	\$ -	\$ 200.00
Emergency Mission	\$ -	\$ 100.00	\$ -	\$ 100.00
Local Mission Outreach	\$ 500.00	\$ 1,600.00	\$ 1,065.00	\$ 1,600.00
TOTAL	\$ 18,200.00	\$ 19,500.00	\$ 17,105.00	\$ 20,380.00
Attendance at Conference				
Conf., Ass'n Clergy Mtg	\$ -	\$ 900.00	\$ 85.50	\$ 900.00
Professional Conferences	\$ -	\$ 225.00	\$ -	\$ 225.00
TOTAL	\$ -	\$ 1,125.00	\$ 85.50	\$ 1,125.00
TOTAL LARGER RELATIONSHIP	\$ 18,200.00	\$ 20,625.00	\$ 17,190.50	\$ 21,505.00

For the Ministry of Music	Actual 2022	Budget 2022	Actual Jan-Nov 23	Budget 2023
Sound Technician	\$ 1,200.00	\$ 1,200.00	\$ 1,265.00	\$ 1,380.00
Music Director	\$ 2,400.00	\$ 2,400.00	\$ 2,530.00	\$ 2,760.00
Choir and Organ Music	\$ 580.58	\$ 500.00	\$ 663.90	\$ 500.00
Care of Instruments & Robes	\$ 135.99	\$ 450.00	\$ 100.00	\$ 450.00
MINISTRY MUSIC TOTAL	\$ 4,316.57	\$ 4,550.00	\$ 4,558.90	\$ 5,090.00
FOR CHRISTIAN EDUCATION				
Curriculum	\$ -	\$ 600.00	\$ 250.00	\$ 600.00
Special Events	\$ -	\$ 200.00	\$ -	\$ 200.00
Gifts, Cakes, Flowers, (Recog)	\$ 167.08	\$ 275.00	\$ -	\$ 275.00
Supplies & Rec. Equip.	\$ 141.22	\$ 125.00	\$ -	\$ 125.00
Confirmation	\$ -	\$ 125.00	\$ -	\$ 125.00
CHRISTIAN EDUCATION TOTAL	\$ 308.30	\$ 1,325.00	\$ 250.00	\$ 1,325.00
FOR BUSINESS ADMINISTRATION				
Financial Administrator	\$ -	\$ 1,500.00	\$ -	\$ 1,500.00
Administrative Assistant	\$ 7,204.39	\$ 7,500.00	\$ 7,780.59	\$ 9,000.00
Website	\$ 19.95	\$ 350.00	\$ 235.95	\$ 350.00
Digital Producer/Mileage	\$ 3,300.00	\$ 3,600.00	\$ 5,160.00	\$ 5,400.00
Office Supplies & Postage	\$ 2,718.64	\$ 2,500.00	\$ 3,006.01	\$ 2,500.00
Telephone/Internet	\$ 976.27	\$ 970.00	\$ 782.68	\$ 970.00
Pro Systems-Payroll Expense	\$ 516.00	\$ 550.00	\$ 473.00	\$ 550.00
BUSINESS ADMIN. TOTAL	\$ 14,735.25	\$ 16,970.00	\$ 17,438.23	\$ 20,270.00
FOR THE CARE OF THE CHURCH				
Custodian's Salary	\$ 2,700.20	\$ 4,992.00	\$ 2,892.58	\$ 4,992.00
Utilities	\$ 7,818.43	\$ 10,000.00	\$ 7,460.80	\$ 10,000.00
Repairs & Maintenance	\$ 4,617.67	\$ 5,000.00	\$ 2,369.49	\$ 5,000.00
Insurance & Worker's Comp	\$ 13,098.86	\$ 12,000.00	\$ 10,121.50	\$ 12,000.00
Special Assessments	\$ 342.00	\$ 400.00	\$ 334.00	\$ 400.00
Snow Removal	\$ 840.00	\$ 1,200.00	\$ 650.00	\$ 1,200.00
Elevator Contract	\$ 864.60	\$ 800.00	\$ 760.60	\$ 800.00
Cleaning/Kitchen Supplies	\$ 115.71	\$ 500.00	\$ 502.49	\$ 500.00
CARE OF THE CHURCH TOTAL	\$ 30,397.47	\$ 34,892.00	\$ 25,091.46	\$ 34,892.00
FOR DIACONATE MINISTRY				
Pulpit Supply	\$ 1,625.00	\$ 1,000.00	\$ 250.00	\$ 1,000.00
Member, Records, Recog. Wor.	\$ 213.72	\$ 200.00	\$ 19.90	\$ 200.00
DIACONATE MINISTRY TOTAL	\$ 1,838.72	\$ 1,200.00	\$ 269.90	\$ 1,200.00
FOR CONGREGATIONAL LIFE				
Publicity	\$ 145.00	\$ 157.00	\$ 109.00	\$ 157.00
Printed Materials	\$ -	\$ 30.00	\$ -	\$ 30.00
CONGO LIFE TOTAL	\$ 145.00	\$ 187.00	\$ 109.00	\$ 187.00
FOR STEWARDSHIP				
Stewardship Programming	\$ 60.00	\$ 150.00	\$ 65.00	\$ 150.00
FOR COUNCIL MINISTRY				
Ministry	\$ -	\$ 100.00	\$ 158.00	\$ 1,000.00
TOTAL EXPENSES	\$ 158,152.49	\$ 202,975.91	\$ 140,140.33	\$ 171,385.29

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

63.7 %

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? Yes

Our Church's Wider Mission (OCWM – Basic Support)

One Great Hour of Sharing

Strengthen the Church

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? (recommended 10%)

Budgeted on recommendation from our Stewardship Board, which reviews the amount annually. Currently budgeted for 9.8% of the operating budget.

What is the church's current indebtedness?

Total amount of loan debt: \$0

Reason for debt: n/a

Are capital and other payments current? n/a

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.

Roofing in summer of 2023 \$51,000, fully funded through a donation.

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

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

If a capital campaign is underway or anticipated, describe: n/a

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

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

Does your church have an endowment? Yes

What is the market value of the assets? \$650,278

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

What is the percentage rate of draw (last year, compared to 5 years ago)? 1.4% unchanged

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? Most likely, indefinitely

Please comment on the above calculations or estimates: From 2022 Annual Report

Other Assets

Reserves (savings): \$53,369 Dedicated Funds + \$85,000 in Pledge/Giving Acct

Investments (other than endowment): None

Does your church have a parsonage? No

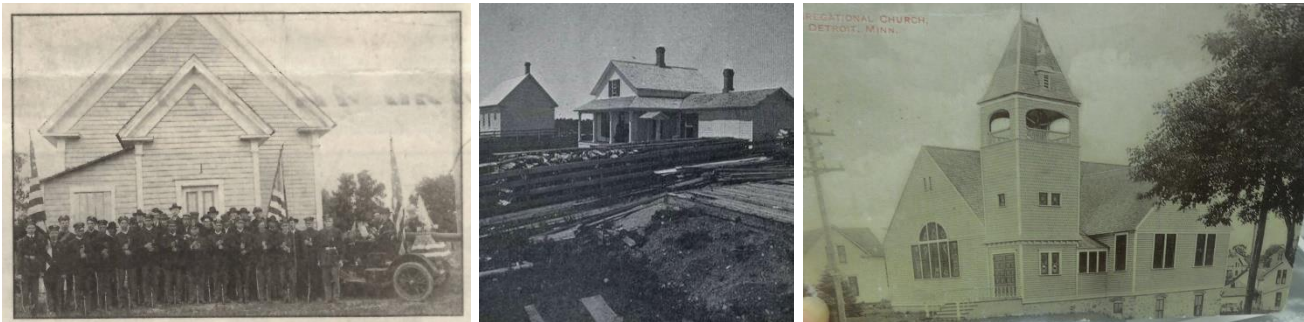
Describe all buildings owned by the church: Main church building. While we do not have a parking lot, a city-owned parking lot and street parking are available.

Describe non-owned buildings or space used or rented by the church: n/a

Which spaces are accessible to wheelchairs? The sanctuary is accessible, except for the chancel and pulpit. The lectern and baptismal font are mobile. The fellowship space and lower-level facilities are accessible. We have an elevator that allows access to all levels, front entry, main level, and lower level.

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

We are a very financially stable church. The commitment of the congregation to support the church stretches back for many, many years. We use our finances not only for our operating expenses, but also in support of community outreach programs. The size of our church building is an asset. We are able to utilize the space well. Currently we do have groups that use our church building rent-free – a homeschool band holds practices here, the local Pride group. In the past we have rented to non-profit organizations – Professional Educators Organization.



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.

- Moved to the city center in 1893
- Merged with UCC in 2003
- Open and Affirming in 2011

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

- Organized a Social Justice initiative
- Supported Homeless adults and youth (thru the school)
- Participated in Pride Event

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.

Our history is that personal issues have been resolved through one-on-one conversations. Larger issues have been brought to committees, Council, or the congregation, and were resolved by discussion followed by voting. Our policy is “All have a say”. Voting is our way.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Rev. Mark Kuether	23	Y
Rev. Muriel Hachfeld	11	Y

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

Most pastors stayed a long time and were well loved.

Has any past leader left under pressure or by involuntary termination?

No

Has your church been involved in a Situational Support Consultation?

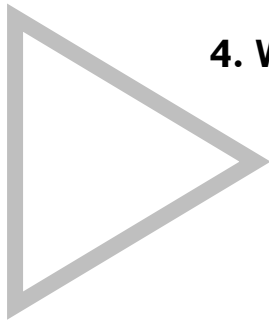
No

Has a past pastor been the subject of a Fitness Review while at your church?

No

Church History Timeline

1870's	<ul style="list-style-type: none"> ▪ 1872 Jun. 1 Dedication of building ▪ 1872 Aug. 12 Church formally organized, first minister: Rev. J.C. Webber
1880's	<ul style="list-style-type: none"> ▪ 1881 "Detroit" incorporated as a village ▪ 1881 Rev. Stickney started first Sunday School
1890's	<ul style="list-style-type: none"> ▪ 1893 First services in current building ▪ 1893 May 23 Formal dedication of sanctuary
1900's	<ul style="list-style-type: none"> ▪ 1901-1903 First female minister, Miss Marion Darling ▪ 1903 "Detroit" became a city ▪ 1908-1912 Rev. Royal Montgomery
1910's	<ul style="list-style-type: none"> ▪ 1910 Annex built with gymnasium, first basketball floor in Detroit Lakes, first Boy Scout troop, hosted first public library until Carnegie library was built in 1913
1920's	<ul style="list-style-type: none"> ▪ 1926 "Detroit" renamed Detroit Lakes ▪ 1927-1946 Rev. W. H. Johnson (19 yrs) ▪ 1928 Extensive remodel including steam heat and city water and sewer
1930's	<ul style="list-style-type: none"> ▪ 1935 Choir formed
1940's	<ul style="list-style-type: none"> ▪ 1946-1948 Rev. Myron Meckel ▪ 1948-1954 Rev. Paul Dahlstrom
1950's	<ul style="list-style-type: none"> ▪ 1955-1971 Rev. Emerson Harris (16 yrs)
1970's	<ul style="list-style-type: none"> ▪ 1971-1985 Rev. H. Edward Otway (14 yrs) ▪ 1975 Church building became handicap accessible
1980's	<ul style="list-style-type: none"> ▪ 1986-1998 Rev. Muriel Pool Hachfeld (12 yrs), second female minister
1990's	<ul style="list-style-type: none"> ▪ 1999-2022 Rev. Mark Kuether (23 yrs)
2000's	<ul style="list-style-type: none"> ▪ 2003 Joined the United Church of Christ ▪ 2008 Green Team was founded
2010's	<ul style="list-style-type: none"> ▪ 2011 Became Open and Affirming ▪ 2018 Sponsored homelessness community education forum - Nowhere to Lay Their Head: Homelessness in Becker County
2020's	<ul style="list-style-type: none"> ▪ 2021 Re-Imagining the Church ▪ 2023 Host of 1st Annual Pride Picnic in Detroit Lakes



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?

- Heifer International: annual mission fundraising event and support since 2003
- Local Ukrainian family support: provided Christmas presents, hosted a baby shower, and provided financial support
- Pride Event: sponsored, participated in planning, and provided volunteers for the local inaugural Pride Event
- Transgender Day of Remembrance: hosted event, including a remembrance service and potluck
- Lakes Crisis Center: annual financial support and an annual school supply drive
- Homeless Initiative: planning, participation, financial and materials support
- Food Pantry: provide volunteer workers one month each year, ongoing collections
- We have hosted various community forums, in the church and local venues

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

We offer opportunities to our congregation members to attend the Minnesota Conference Annual Meetings, and we have had many students participate in conference and national youth events, fully funded by the church.

Our congregation hosted a baby shower for a Ukrainian family – Feb 2023



Check any statements below that apply to your UCC faith community.

- | | |
|---|---|
| <input type="checkbox"/> Accessible to All (A2A) | <input type="checkbox"/> Just Peace |
| <input checked="" type="checkbox"/> Creation Justice | <input type="checkbox"/> Global Mission Church |
| <input type="checkbox"/> Economic Justice | <input checked="" type="checkbox"/> Open and Affirming (ONA) |
| <input type="checkbox"/> Faithful and Welcoming | <input type="checkbox"/> WISE Congregation for Mental Health |
| <input 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?

- Accessible to All (A2A)
- Faithful and Welcoming
- Just Peace

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

- Tri Church Services for Good Friday, Pet Blessing, and Thanksgiving
- Community Forums on a variety of topics
- Food Pantry
- Pride Events

If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities?

Our Mission Statement accurately reflects who we are.

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

The three annual Tri Church services require the pastor's leadership/participation. Other community activities are usually led by members of the congregation.

4b. ASSOCIATION FOR RELIGION DATA ARCHIVES (ARDA)

Community Characteristics

The Detroit Lakes Congo/UCC Church is located in the center of the downtown area, putting it within minutes of many activities. Several restaurants and meeting places are just around the corner. Public parking is available across the street.

One block away is the Detroit Lakes Community & Cultural Center (DLCCC), which houses a pool & fitness center, an event center, a senior center, and the Historic Holmes Theater. Also, new in 2023, the Becker County Museum was added to the DLCCC.

Known for its beautiful beaches and the Detroit Mountain Recreation Area, Detroit Lakes attracts many visitors year-round. Because of the influx of people, there are many activities planned by the city for entertainment purposes.

Detroit Lakes' population sits at 9,795 and is expected to continue growing. The area's population is predominantly white (60%), along with Hispanic, African American, and Native Americans. Located 3 hours northwest of Minneapolis/St. Paul and 1 hour east of Fargo, North Dakota, Detroit Lakes is a regional summer and winter recreation destination, attracting large numbers of tourist and seasonal residents each year. Its economy is fueled by seasonal population increases, with tourism being the area's chief industry.

Other industries that support our local economy include Lakeshirts, BTD Manufacturing, Dynamic Homes, SJE Rhombus, Bergens, and two health care facilities, Essentia Health and Sanford.

Living in Detroit Lakes offers residents a suburban feel and most residents own their homes. There are many families, young professionals, and retirees living in Detroit Lakes. Housing ranges from modest suburban and rural homes to high-end lake homes.

The Detroit Lakes Public School District is composed of two elementary schools, a middle school, and a high school. Recent extensive updates and additions have been completed on all the public schools. Additionally, there are two K-8 private schools. At the collegiate level, Detroit Lakes is home to one of the Minnesota State Community and Technical Colleges, and 45 minutes away from three major universities in the Fargo-Moorhead area.

Challenges in our Community

- Homelessness and hunger among families and youth
- Bias based on sexual orientation
- An increase in mental health issues and lack of resources
- An increase in substance abuse

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?

A high percentage of our congregants tend to be wealthier and more educated.

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

This community's needs compel us to support LGBTQ+ individuals, women in crisis, the hungry, and the homeless.

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

We are a progressive church, willing to be a resource to the community, providing support and financial assistance when needed. As an example, here are words from The Rev. Dana Emery from our local Episcopal Church, "I would describe the Congregational UCC membership as warm, friendly, welcoming, and enthusiastic. They are known in the community as being empathetic to social justice issues, often having articles in the paper in support or disapproval of current issues. Given our current social mood of political polarization, I have also noticed that they are good listeners, persistent, but flexible and always want to be gentle in problem solving. They are easy to engage in lively and even difficult conversations."

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

We are welcoming and accepting to all.

Helpful websites

Detroit Lakes Chamber of Commerce: <https://visitdetroitlakes.com/>

Detroit Lakes Public Schools: <https://www.dlschools.net>

Detroit Lakes Community and Cultural Center: <https://www.dlccc.org>

Becker County Museum: <http://beckercountyhistory.org/>

Detroit Mountain Recreation Area: <https://detroitmountain.com/>

Tamarac National Wildlife Refuge: <https://www.fws.gov/refuge/tamarac>

Detroit Lakes – a great place to live, work and play!



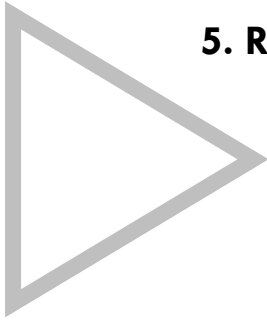
Detroit Lakes City Beach – a mile-long maintained sandy beach on the shore of Little Detroit Lake.

So many places in the Detroit Lakes area to enjoy the fall colors.



Detroit Mountain Recreation Area – a non-profit 4-season recreation area in Detroit Lakes.

5. REFERENCES



REFERENCE 1

Rev. Dana Emery / Priest / St. Luke's Episcopal Church
218-847-6338 (home) / 218-841-2387 (cell)
danakaren@arvig.net

St. Luke's Episcopal Church has been part of a Tri-Church (Episcopal, Methodist, Congregational) relationship in our community for over 25 years. We share worship services, educational opportunities and outreach ministry regularly. Rev. Emery has also served as a pulpit supply pastor.

Tri-Church: Visual Good Friday Stations of the Cross 2023

For: The Congregational United Church of Christ
Church Reference for Search Committee

The Rev. Dana Emery

St. Luke's Episcopal Church

My Relationship: I have been a part of St. Luke's Episcopal Church since 1976. I have been ordained a priest since 2008. St. Luke's has been part of a Tri-Church (Episcopal, Methodist, Congregational) relationship for over 25 years. We have shared worship services, educational opportunities and outreach ministry efforts regularly since then. We traditionally unite for a Thanksgiving Service, A Holy Week Service, and when possible, a Blessing of the Animals Service. We also collaborate on social justice issues: bringing an awareness of Sex Trafficking through a play "Bottom" to our community theatre, hosting a large forum to "Meet our Muslim Neighbors," sharing information on Gun Violence, and participating in outreach by gathering children's clothes for Becker County Human Services, to name a few.

I have had the privilege to do Pulpit Supply at the Congregational Church and have met many of UCC's members during the last 15 years. Many were regular attendees of my annual "Theology in the Garden" programs.

Describe some areas of Strength:

I would describe the Congregational UCC membership as warm, friendly, welcoming, and enthusiastic. They are known in the community as being empathetic to social justice issues, often having articles in the paper in support or disapproval of current issues. Given our current social mood of political polarization, I have also noticed that they are good listeners, persistent, but flexible and always want to be gentle in problem solving. They are easy to engage in lively and even difficult conversations.

I would say that the Congregational Church is strong in these areas:

1. Evangelism: they demonstrate a strong purpose to communicate God's Word.
2. Worship: their worship services are joyful, with a strong emphasis on music and preaching, exalting God's name through scripture. They also seem to have a strong Lay Leadership.
3. Fellowship: the members really exemplify that they are the Body of Christ and are all members of that Body. They have a particularly great coffee hour, which everyone seems to love and linger after church.
4. Discipleship: the UCC makes a good effort in teaching and educating its members, helping the people learn to be more Christ-like. When the Tri-Church clergy meet and plan, we always share the ideas for learning that we are trying to do in our churches and get many new resource ideas from each other! It is great to get new ideas of what is working and what is not, because becoming a mature disciple of Christ is a lifelong journey.
5. Ministry and Purpose: because I am only an outside observer, it is difficult for me to say for sure what the strength of the Congregational Church is as a whole? There are many aspects to having a well-balanced ministry: spiritually, emotionally, physically, financially, and both Lay and Clergy led. We each take on the role of ministry in our Baptism and belong to "The Ministry of all the Baptized." The Whole equals a sum of the parts. From the outside, though, I see a small, but strong and loving congregation.

Describe some areas for improvement:

1. Normal struggles of a small and aging congregation. I can see what I would assume are the same issues that my small, aging, congregation has: lack of younger leadership, and shrinking talent pool. A building that needs constant upkeep with tight resources to be divided between

maintenance, administration, and leadership development and programing. I do not know for sure if the UCC struggles, as we do with upgrading and using technology?

2. Burnout and Overcommitment: This is a common problem small church clergy and lay-leadership face. Funerals occur more often than weddings, baptisms, and confirmations. Getting a Sunday School to attract children and youth is difficult. Attendance is often poor while preparation time remains the same. It is often hard to know what will attract people, especially more families to fill the pews? This is a universal problem in THE CHURCH TODAY.

The sense of community we have built in Detroit Lakes between our “Tri-Churches” has become a real blessing in trying to deal with areas where we all need improvement because of our size. We have developed a loyalty to each other and a shared sense of identity, when we know that together we can accomplish something we could not have done alone. And that is what the church is supposed to be: A Shared Community doing the Mission of Christ.

Describe a Significant Experience in Ministry:

I believe the most significant experience that I have had with members of the Congregational Church of Christ, would be in the 15 years of hosting my various themes of “Theology in the Garden.” Each summer I would pick a subject from the Bible, that I wanted to study, and invite anyone from our churches + to bring a lawn chair and come to my garden 4 or 5 times a summer. We would have a “light bible study” with Art and Handouts, followed by food and fellowship. A favorite summer theme (because more men attended) was “Good Girls and Bad Girls of the Bible”!

During that time I got to know, personally, more people from our churches. George and Sally Oja come to mind, especially. George was so curious and asked so many questions, he kept me on my toes. I would have 40-50 people in attendance, which was more than often filled the pews. The friendship I made doing that made coming to the Congregational Church for Pulpit Supply pure joy! I always felt so welcomed! This is one of your greatest strengths. I will keep you in my prayers, as you continue in your journey to “Seek Where God is Calling You into Ministry.” Please keep me in your prayers, also, as we all go forward in ministry together.

Blessings and Peace, Danat+

REFERENCE 2

Rev. Joy Johnson / Chaplain / North Dakota State Hospital
701-269-7335
joy.johnson1977@gmail.com

Rev. Johnson is a former member of our congregation. She completed her seminary education while a member of our congregation, and her ordination was sponsored by our church.

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

Congregational was very active in social justice causes like helping the homeless. They didn't just talk about it. They did things like gather donations every months, help new families move into homes, provided basic necessities for people in need, etc. Not only were they passionate about social justice issues, but they also educated people about them through forums. Congregational was also very welcoming and family friendly. Rev Mark Kuether always used to say he loved the sound of children in the service. They were very sensitive to individual needs and disabilities. For example, they made sure communion was gluten free as we had several gluten free people in the church.

Describe some areas of improvement in this church's ministry

The church needed to reach out to get more young people. It was mostly an elder congregation.

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

While I was in seminary the church worked with me to put on a forum called "Locked out of the Inn." The purpose was to educate people about the struggles people face when getting out of prison and living with a criminal record. We had multiple reentry people and jail chaplains speak at the event. Attendance was great and the event was covered by the press.

REFERENCE 3

Mary & Walter Kulberg

218-779-0929

marymkulberg@gmail.com

Former members of our congregation who moved away from the area.

My husband and I moved to Detroit Lakes in 1998 and began looking for a church to join. The first Sunday that we attended the Congregational Church the folks were very friendly, greeting us and welcoming us. We were invited to join two couples who were going to a church dinner at a neighboring town. We had found our church!

I became involved with women's ministry as I led book studies and women's retreats. I introduced Heifer International to Congo Church and it has become an annual mission fund raising event.

In the 24 years we were with the church there was much growth in outreach as members became involved in the community. We moved from Detroit Lakes two years ago, and even with their interim pastor, the growth has continued.

I hope with a new pastor there is renewed ministry to the shut-ins and the marginal members.

We greatly miss Congo Church and our friends there. It was a wonderful church to call "home".

Love and Blessings as you do work of searching for your new pastor!

REFERENCE 4

Nancy & Duane Palubicki

970-549-1963 (home) / 701-540-8884 (cell)

npalubicki@gmail.com

Former members of our congregation who moved away from the area.

October 17, 2023

To Whom it may concern;

I have belonged to the United Church of Christ my entire life (although | am older than the UCC), however, my husband was raised Catholic. We met and married in Arizona where he attended church with me and even sang in the choir, but would not join the church. This continued when we moved to Minnesota, where he participated in the church | belonged to, but would not join. After the Barbershop Group sang at the Congregational Church in Detroit Lakes during their summer sing out, he suggested we try it out.

A few visits, and Duane was ready to join this church! We immediately felt at home, he enjoyed the sermons, he was willing to join the choir, and he had finally found a new church home. It wasn't long before he was helping with maintenance projects, from the furnace to the elevator. The Catholic Church turned its back on him when he divorced, so it had been a long time since he had felt needed and somewhere to truly fill his spiritual needs.

What stood out with the Congregational Church, was it was truly immersed in the community and beyond. We were doing therapeutic foster care, and loved the programs they had to serve the homeless teens in Detroit Lakes, by working with the school. The church had a contact with the women's crisis center, part of Lakes Crisis and Resource Center, working to donate supplies as needed. Part of the building is used for Positive Connections, and provided a safe place for my foster children to meet with their families. | loved giving back to the program.

Congregational church worked with other churches in the town from combined worship services for special occasions, to the spring luncheon held at Congo church which the area women looked forward to every year.

A new program was just starting when we moved away — the Green Team. Every summer when we come back for a visit, we get to see the new improvements made. The newsletter has given me ideas to share with my new church.

This church, as many others, is aging and needing constant repairs. What we appreciated, is the willingness to actually make the repairs before things went too far. Many of the projects had to be worked around the progress, but the members are very patient!

The Congregational Church, as many UCC churches, do not always get noticed and tend to not be the first church a new family tries out when moving to the area. This church is truly open and affirming, easily accepts new people from any background.

We brought two different families of foster children, very different from each other, yet openly accepted by the congregation. Our last little four year old ended up with more grandparents than he knew what to do with, even though his autism created unusual situations at times. The Sunday School classes were small, which was perfect for children with special needs.

Duane loved the Saturday morning men's breakfasts. Everyone was an equal, and all had different stories to tell. The problem with living on a lake, is everything is a drive, but our 30 miles was a beautiful drive to town. His Saturday breakfast was combined with a trip to the Community Center to work off the breakfast!

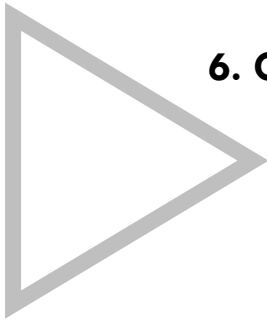
When Duane fell off a ladder at work and fractured vertebrae in his lower back, the congregation rallied around him with calls, cards, and the minister had no problem making that beautiful drive out to see Duane. Once he was able to come back to church, a pillow was needed to put against the pew.

When we decided to move to a warmer climate for Duane's back, leaving the Congregational Church was on the negative side of the list, but leaving six months of winter went to the positive side. With our parents all gone, living closer to the areas we enjoyed camping near made sense to us.

I know the church will find someone with the right fit, even though there always seems to be a shortage of ministers to fill the rural areas.

Good Luck,

Nancy Palubicki



6. CLOSING THOUGHTS

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

6a. CLOSING PRAYER

We pray, Gracious God, for a minister who can fully join us in offering peace to our world. We ask for someone who will inspire us to reach the least in our community, to be a place where all feel welcome and have a seat at the table, and to help us understand the depth of what it means to be a follower of Jesus. 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.

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

Most of the congregation

2. Additional comments for interpreting the profile: none

Signed:

Carol Nustad / Chair of the Search Committee

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: yes, this is a strong multi-generational and healthy congregation that is committed to it being a UCC congregation. Their last past served faithfully in the conference (as moderator at one point and on our board of directors) which was supported by the congregation.

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

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

My signature below attests to the above three items.

Signature: *Cindy Mueller*

Name / Title: Cindy Mueller, Minister for Congregations in Transition for the MN Conference UCC

Email: cindym@uccmn.org

Phone: 612/871-0359, ext. 5 (office) & 763/439-3952 (cell)

Date: 1/16/24

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**

