

Minnesota Conference  
UNITED CHURCH OF CHRIST

**INTERIM POSITION POSTING**

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

**LISTING INFORMATION**

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**Church name:** St Paul's United Church of Christ  
**Street address:** 201 Buffalo St Delano MN 55328  
**Supplemental web links:** DelanoUCC.org

**Additional ecumenical affiliations** None

**UCC Conference:** Minnesota

**Conference Staff Contact Person:**

Rev. Cindy Mueller  
Minister for Congregations in Transition  
612/871-0359, ext. 5  
[cindym@uccmn.org](mailto:cindym@uccmn.org)

**Summary Ministry Description:**

We are grateful for the gifts of our retiring pastor; she has shared her gift of connecting scripture to our daily lives. We have been challenged to actively engage in social justice learning, foster LGBTQ+ inclusivity, and address the urgent concerns surrounding climate change. We are reminded of the disciples descending from the mountain top after being with Jesus, Moses, and Elijah. As we begin this period of transition, we now must carry on the spirit that has been instilled in us as we navigate a path forward.

During this time, three things we want to work and reflect on are:

Embracing the gifts of a mature church population and recognizing their uniqueness. Becoming a louder voice in the community and extending a warm invitation to those who may be seeking a welcoming and inclusive congregation.

Supporting our community by organizing inter-generational events and opportunities that foster mutual understanding and appreciation across generations.

Revisiting, redefining, and discerning what it means to be a small church and what values it holds for us and our community. Building a sense of pride and promoting who we are.

**What we value about living in our area:** We enjoy the small-town friendly vibe of Delano, while taking advantage of a bigger city 30 minutes away. We enjoy good schools for our children and a vibrant historic downtown.

**Current size of membership:**

44 voting members | 56 on mailing list | Sunday attendance 20-30

**Languages used in ministry:** English

**Position Title:** Transitional ½ time Pastor

**Compensation Level**

½ Time (20-25 hrs. a week)

**SCOPE OF WORK**

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**Work for half time INTERIM PASTORAL POSITION  
(20-25 hours weekly / 5-6 units)**

- Preparation and leadership of Sunday worship including scripture study, crafting of liturgy and bulletin, sermon preparation, guiding and sometimes finding lay liturgists, planning music in coordination with Worship Committee, preaching, offering of prayers, etc.
- Faith formation and vitality through prayer, Bible and/or book study, identifying helpful resources and opportunities and helping lay persons take advantage of them.
- Pastoral care in collaboration with lay people (at least to those who are sick, elderly, or grieving)
- Study and prayer to increase faith and to improve skills so as to lead, teach, preach better.

**Core Competencies:**

The minister should be caring, empathetic and supportive.

We are looking for a minister who is genuine and creates authentic connections.

Finally, the minister should be sociable, have a sense of humor, and be able to effectively engage with diverse members, cultivating a welcoming and inclusive environment where everyone feels welcome.

**COMPENSATION AND SUPPORT**

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**Salary Basis**

Salary + Benefits = \$42,000 Total package to be divided up as minister prefers.

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

Our expectation is the interim minister will commute from their current place of residence.

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

No local peer and professional support

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 retreat center in Buffalo (10 minutes away from the church).
- *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 (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) typically 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 a particular region meet monthly for *cluster meetings*.
- *Support* of conference staff and committee on ministry.

### **WHO IS GOD CALLING TO MINISTER WITH US?**

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We want to utilize the interim pastor's expertise to guide the church in delving deeper into our identity as a small church, through book study, or other means, fostering a deeper understanding of our unique characteristics and strengths.

We want to use the interim time to help us discern our collective identity and ignite meaningful discussion about our church, instilling confidence to reach out into the community, while also dispelling any misconceptions about who we are.

## STATEMENT OF CONSENT

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

As the committee charged with the responsibility for identifying and recommending a suitable new minister for our church, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and opinions about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

1. Which individuals and groups in the church contributed to the contents of this Position Posting?

The Call Committee members are Deanna Becker, Judy Crosby, Mike Hagerty, Shala Holm, Shelly Hussing, and Laura McDonald

2. Additional comments for interpreting the profile: none

Signed: *Deanna Becker*

Date: 3/27/24

## VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: They are a small but mighty group of people engaged in their community when is located in a very conservative county and town.

My signature below attests to the above item.

Signature: *Cindy Mueller*

Name / Title: Cindy Mueller; Minister for Congregations in Transition

Email: [cindym@uccmn.org](mailto:cindym@uccmn.org)

Phone: 612/871-0359 ext. 5 (office) *preferred*

763.439.3952 (cell)

Date: 3/27/24

*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.*