



Minnesota Conference

United Church of Christ

Local Church Profile for Churches Seeking a Designated Term Pastor (DTP)

Church Contact Information

Church Name: St. Paul's United Church of Christ
Street Address: 12941 CR-9, Eyota, MN 55934
City/Town: Eyota, MN 55934
Phone: (507) 273-1765 (Church Council Member Damon Hammel)
Email: stpaulseyota@gmail.com
Website: None
Any other social media presence: Facebook: @eyotastpauls

Additional Denominational Affiliations: none

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Name: Rev. Cindy Mueller
Title: Minister for Congregations in Transition
email: cindym@uccmn.org
phone: 612/871-0359 ext. 5

Position Details

In a paragraph or two for each item, please answer the following prompts, or fill in the requested information.

- 1. Describe the ministry position for which you are seeking a pastor:** St. Paul's United Church of Christ, located in rural Eyota and 20 minutes east of Rochester, is seeking a PT Pastor (who is loving, compassionate and has a sense of humor) to join this small congregation in ministry. We seek leadership in worship, fellowship and spiritual growth in this approximate 12-15 hour per week position that will pay \$30.00 per hour for an approximate base pay of \$18,720 annually . Duties include leading worship, attending Council meetings 1 Sunday per month and pastoral visits as needed. We currently have only 1 member who is a shut in to visit. Average worship attendance between 15 and 30 individuals. Funerals and weddings would include additional compensation. We continue to use our stream-lined worship service developed during COVID for a service of 30-40 minutes with ample time for fellowship after. We hold a wide spectrum of theological beliefs bound tight by our faith in and love of God.
- 2. Name 3 core competencies that you feel you will need in your DTP.**

Strong Communication Skills: A pastor must effectively convey messages of faith, provide clear guidance, and offer empathetic listening to their congregation.



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Emotional and Spiritual Maturity: Demonstrating compassion, integrity, and a deep understanding of spiritual teachings.

Leadership and Community Building: The ability to inspire and foster a sense of unity and purpose within the congregation to create a vibrant and supportive church environment.

- 3. **Position Scope:** ¼ time (12-15 hrs. wk.)
- 4. **Position Duration:** 3 years designated term
- 5. **Is the DTP eligible for the settled position?** Yes

If yes, how will that be discerned? If we deem ourselves compatible.

Designated Term Ministry Goals

The focus of a designated term ministry is to work toward the church’s declared purpose for a specific season. Whereas, the purpose of an Interim Pastor is to help a congregation prepare for their next Settled Pastor, a Designated Term Pastor is called to assist the church with meeting specific goals within a specific time period. These are the most common reasons that churches choose a Designated Term Ministry.

1. Please choose all the reasons for choosing a DTM that applies to you.

- New ministry development, start or continuance
- Revitalization of current ministries and church vitality
- Legacy/hospice
- Reassessment of ministry, which may include:
 - exploring merger, yoking or consolidation with another church
 - assessment of properties
 - Staffing restructuring
- Other (*please explain*) Current Minister of 10 years is retiring

2. In a paragraph or two, explain how you discerned that a DTM was right for the church at this time.

We are looking for long-term leadership, allowing for the development of deeper relationships, consistent vision, and sustained growth within our church community.



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3. Please explain your goals for this Designated period using the table below.

	Goal: with specificity, describe what you hope to accomplish during this time.	Commitment: describe how the congregation will prioritize and participate in reaching this goal?	Assessment: describe how the congregation will know the goal has been accomplished
1.	Help the congregation discern its future.	We will hold meaningful meetings if needed and pray to reach this goal.	Developed a mission statement and a strategic timeline for the future..
2.	Assist in developing/building the lay leadership so that duties may be shared among members.	Discuss lay leadership needs council meetings	By more involvement and participation by the leadership of the congregation.
3.	As a people of faith we are called to live in covenant with one another. With that said, we want our pastor to help us strengthen our tolerance skills as informed by scripture and as a commitment to our calling by God to love one another.	The congregation can work together to embody their faith and strengthen their commitment to tolerance and love, guided by their pastor's leadership	By involvement and. working together harmoniously and supporting one another to ensure progress, in alignment with the majority decision of our leadership



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Who We Are

In a paragraph or two for each item, please provide the following.

1. **Church's Mission Statement:** Have not had one for many years. One of our goals is to develop a Church Mission Statement.

2. **Brief Church History:** St. Paul's is 156 years old, started by eight German immigrant families. We are a strong family church with many members tracing their roots back to those eight families. We have a sanctuary, educational wing, and full kitchen in an updated basement. Part-time ministry since about 2014. Covid did not reduce our attendance or membership and we did not suffer financially. We have been a part of the UCC since 1957. In the past we have been yoked with a UCC church in St. Charles, MN and at a different time with the UCC church in Millville, MN

3. **2-4 Significant Events:**
 - We hold a Shrimp boil on the first Wednesday of August that brings in 180 community members.
 - Sunday services are streamed on Facebook.
 - Monthly fellowship of donuts and coffee\juice after church.
 - Our most recent pastor served us in a part-time capacity for 10 years.

4. **Church Strengths:** Since Covid we have a streamlined worship service that shortened our worship service and allowed more time for fellowship after church. We have strong family ties. Our yearly shrimp boil provides an opportunity for members to work together in fellowship and provide an outreach to our greater community. The money from the shrimp boil is given to the fellowship group to be distributed to local charities such as Front and Center Food Pantry, Neighbors in need, Dover-Eyota Music Association, Bundles of Love, Gift of Transplant House, Salvation Army, Vision Hope for Haiti, Women's Shelter-Rochester, Eyota Ambulance, EVFD Relief Association (Fire Department), and Pastor's Discretionary Fund.

When needs arise previous members who grew up in the church and moved away continue to feel God's presence and provide financially for the church.

Our church prides itself in creating an environment where individuals can deepen their faith and create meaningful connections with one another. On a typical Sunday, members of the congregation will stay after worship to enjoy fellowship time due to the shortened service. This has become an important part of our church feeling like a family.



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5. **Church Challenges:** The challenge of being a small church with growing our membership.

6. **Experience of Conflict:**

a) Every church has conflict - some minor, some larger. On a scale of 1-5, where would you rank your church's level of conflict? 1

(Based on this work by Speed Leas 1. Problem to solve 2. Disagreement 3. Contest 4. Fight or Flight 5. Intractable)

b) Please explain why you chose this level.

We currently discuss issues that need to be addressed at monthly council meetings.

c) Describe your congregation's values and practices when it comes to conflict.

Same as above: We currently discuss issues that need to be addressed at monthly council meetings.

Basic Church Statistics

Yearly average

	Church Membership	Weekly Worship Attendance	Children & Youth Participation	Adult Ed Participation
Pre-pandemic	60 Members, 30 active	15-30	6	24
Current year	70 Members, 40 Active	25-35 (+facebook following)	8	28

	Income	Overall Budget	Mission Giving	Reserves & Endowment Principals
Pre-pandemic	62,700	59,000	1,800	44,500
Current year	73,400	61,700	4,800	48,100

Our current mission giving goes to the following charities: Front and Center Food Pantry, Neighbors in Need, Dover-Eyota Music Association, Bundles of Love, Gift of Transplant House, Salvation Army,

Vision Hope for Haiti, Women's Shelter-Rochester, Eyota Ambulance, EVFD Relief Association (Fire Department), and Pastor's Discretionary Fund.



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Compensation

MN Conference Compensation Guidelines

Total Compensation Package Amount or Range: We are offering Package A.

We are offering a base salary of 18,720 at 12 hours per week negotiated up to 15 hours a week at \$23,400 (*These are annual amounts*)

Package offered:

A. Total Package, no additional monetary benefits offered

B. Total Package Includes Benefits (list the benefits that are offered) – We are offering package

BUSINESS EXPENSES -

Yes - Vacation 4 weeks annually (including Sundays)

No – Paid continuing education leave time _____ weeks (including Sundays) annually

No - Continuing Educational Funds

Yes - Pastoral Mileage reimbursed at IRS rate

Yes - Professional Expenses (which include but are not limited to costs related to attending the MN Conference UCC Annual Meeting as well as the required Boundary Training and Anti-Racism training required of all MN Conference UCC ministers

Yes - A one-time reimbursement for criminal check \$175

No - Cost of moving (if applicable)

Housing: No housing is being offered at this time. If a minister prefers to have compensation put into a housing allowance we would be open to that. We have a parsonage but it is rented out with income used toward operating expenses.

Please explain briefly your process in discerning your compensation -

We are financially stable to provide \$30.00 per hour for a package of \$ 18,720 - \$ 23,400 (ranging from 12-15 hours per week).

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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 document 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 leader for the interim time 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



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information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

Casie Hammel, President Church Council
Signature of Search Committee Chairperson

Date 5-22-2024