

## Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

# INTRODUCING THE NEW LOCAL CHURCH PROFILE

Who  
are  
we

Who  
is our  
neighbor

Who is  
God  
calling us  
to become

?

The new Local Church Profile is not just for congregations in search of a pastor. *All* congregations are encouraged to engage in its process of discovery every 3-5 years. The UCC Local Church Profile reflects valuable data, assesses ministry, clarifies change, and helps advance the calling of the congregation. Not just to be completed by a search committee – the more participation, the better!

MINISTERIAL EXCELLENCE,  
SUPPORT & AUTHORIZATION  
**UNITED CHURCH  
OF CHRIST**



# UNITED CHURCH OF CHRIST

## LOCAL CHURCH PROFILE

UCCNB in New Brighton  
New Brighton, Minnesota

Lead Minister

Minnesota Conference, No Associations

September 12, 2024

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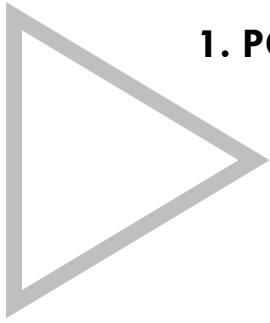
- Position Posting
- Who Is God Calling Us To Become?
- Who Are We Now?
- Who Is Our Neighbor?
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*“God is able to provide you with every blessing, so that  
having all sufficiency in all things at all times,  
you may abound in every good work.”  
(2 Corinthians 9:8)*

## OUR CHURCH

1 Timothy 3:1 reminds us that one who “desires” to serve as a pastor seeks a good thing. Our church gives respect to the pastoral office and the servant leaders who hold it, with the understanding that we are all in this ministry together. Respect is mutual. Pastor and members are seen as participants on a team. For us, one significant reflection of living out this team effort came when a visiting minister asked, “How do UCCNB pastors deal with the reality that there are so many ordained ministers in the pews?” For our church it is accurate to say that all are ministers, whether ordained or not. None claim exalted nor lower status.

Those felt and experienced relationships in the congregation are demonstrated by the way that committees and ministries of the church have kept functioning during the interim. For a church that has only experienced long-term pastoral service, we could not have known that the “machine” would continue to run smoothly until it happened. The church has indeed continued to work smoothly during the time of transition. Of course, having very capable bridge and interim pastoral leadership has been one key to this ongoing faithful witness. Still, it is the professional minister and lay ministers being committed to being together on the team that has been the primary factor. A new lead minister will find that team partnership available to them.



## 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

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**Church name:** United Church of Christ in New Brighton

**Street address:** 1000 Long Lake Road, New Brighton, MN 55112

**Supplemental web links:** <https://uccnb.org/>

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

**Conference:** Minnesota

**Association:** N/A

**UCC Conference or Association Staff Contact Person** (Name, Title, Phone, Email):

Rev. Cindy Mueller, *Minister for Congregations in Transition*, [cindym@uccmn.org](mailto:cindym@uccmn.org)

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

763/439-3952 (cell)

#### **Summary Ministry Description:**

Does your heart tell you it's time for a new adventure? Are you intrigued by the thought of starting a trip not knowing who your travel companions will be or what you'll need to pick up along the way? Do you value what is familiar and anchoring but also believe that now is the time for transformative change? Well, this is the kind of person that UCCNB is seeking to partner with - a spiritually grounded and caring pastor, a follower of Jesus, who will help stretch us to create a much larger space marked by exuberant welcome, racial equality, true inclusion, and thousands of ways of living out God's love. There's so much more we could tell you about who we are. But be assured that our adventure has already started, and we look forward to meeting the person who is ready to say 'yes, count me in!'

**Photographs:** [UCCNB Pictures](#)

**What we value about living in our area:**

In the Twin Cities we are blessed to live surrounded by lakes, trees, and hills, and with so many culturally rich opportunities. We live in a state that is progressive in its policies and practices. Amidst such abundance, we are exploring the Indigenous origins of our land and are yearning for greater social justice in our racially diverse society. Closer to our church, New Brighton has a forward-thinking school district and is a community with a high percentage of young BIPOC identifying residents. The needs of the world are truly on our doorstep, providing us with endless opportunities.

**Current size of membership:** 410

**Average in person attendance:** 89

**Does your church hold virtual worship services?**

Yes (recorded and posted on our website)

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

None

**Position Title:**

Lead Minister

**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**

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**See Appendix A**

### **Core Competencies**

Leadership that is grounded in:

- collaboration - partnering with and empowering the church
- discernment - applying strategic and forward-thinking insight
- stability - emotional and interpersonal effectiveness

## **1c. COMPENSATION AND SUPPORT**

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**Salary Basis** (*from the Call Agreement Workbook, equal to Cash Salary plus Housing Allowance*): \$ 105,000.00

**Benefits:**

Salary plus Benefits

**What is the expected living situation for your next minister?**

Housing allowance offered

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

Living within a reasonable commute to the church building

**State any incentives** (*e.g. school debt reduction or retention bonus after a certain number of years in position*):

None currently

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

The MN Conference has responsive staff, regional programing, retreats for clergy, leadership development opportunities through the Damascus Project and clergy peer groups.

**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?**

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**Describe the ministry goals you envision your next minister co-collaborating with the congregation to achieve.**

A pastor whose vision can help a predominantly mature, white congregation work towards:

- increasing our commitment to reparative and restorative social justice work
- shoring up our physical plant with a capital campaign
- becoming a progressive Christian light in New Brighton and beyond
- strengthening our intergenerational character

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

A pastor whose skills can help strengthen our VOICE and ACTION in:

- building on our commitment to social, economic, and climate justice
- promoting diversity and inclusion in membership and mission
- deepening our relationships with local community partners and beyond
- strengthening and resourcing our relationship within the state and national UCC church

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

Our congregation seeks a lead minister whose actions and commitments reflect Jesus' example of confronting injustice and working to defeat all forms of bias and oppression. We expect this commitment to be demonstrated in all ways, including through the use of language that is culturally sensitive and relevant to our day.

**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 congregational survey that was conducted February-March 2024 revealed that members of our congregation place the most importance on the following characteristics from *The Marks of Faithful & Effective Authorized Ministry* as they envision what we need in a new settled minister:

- Exhibits a spiritual foundation and ongoing spiritual practice
- Nurtures caring for all creation
- Works for justice and mercy
- Develops and maintains inter- and intra- personal assets

In addition, the survey results show that members find the following features of a sermon to be most important:

- causes members to reflect on issues and events that go beyond their personal experiences
- is challenging and thought provoking



## **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?**

God is calling the United Church of Christ in New Brighton (UCCNB) to meet the traveler on the road to love and justice. After many decades of stability in ministry where the church voted to be Open and Affirming, a Just Peace Church, anti-racist, and to take a stand for Marriage Equality, UCCNB is called to live more deeply into these commitments. Having retained relative strength of ministry through and beyond COVID, the people of UCCNB have welcomed new travelers on the journey of life and faith and expanded the spiritual foundation for all friends and members. Being open to a changing future, the congregation is in a liminal space trying on new relationships such as sharing building use with a local Unitarian Universalist congregation and expanding our electronic connections to each other and the wider community. We feel called to deepen our life of faith and act together around shared values. With Jesus as our model and guide, building community around God’s love and justice is what we do!

Our location as a church speaks to the transience and opportunities of the communities we serve. Located in a building that resembles a rest stop where two major highways intersect, we often meet travelers on the road. Speaking of the road, when we plotted a map of where our current members and friends live, we realized that we are a regional/destination Church, with some members living as close as the next block, and others living more than an hour’s drive away. As a progressive Christian church, we meet the needs of those seeking a way of spirit that is open and extravagantly welcoming. We are not perfect at our welcome and have much to learn in our racial justice work, but for those seeking a place and people with whom to ask questions, to wonder and to act for justice, to extend more love into an increasingly hostile world, UCCNB feels called by God to offer that space and hospitality.

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

Our church is no stranger to emergent challenges. In March 2020 when COVID hit, we moved our services to an online format that enabled us to continue with worship and



helped us stay connected. This has also served as a way to reach out to people who were not able to attend church in the past. In May 2021 we returned to worship in person, and we have maintained the online service to give people options for how to participate in worship.

For example, we have engaged in discussions on racial justice and reparation and on sharing space with [Merging Waters Unitarian Universalist Congregation](#), and we have continued serving meals to those in need through involvement with [Loaves and Fishes](#), as well as demonstrating our commitment to environmental justice with the addition of solar collectors on our roof. We also recognize the opportunity to expand our community ministry through relating to new immigrant populations in our region, many from Latinx and East African countries. The need for food, housing, and schooling support comes to mind for these communities.



### 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

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##### **Describe your congregation’s life of faith.**

We deepen and broaden our faith by being open-minded to the ideas, opinions, and concerns of all God’s people. All persons, regardless of age, race, gender, sexuality, religious background, or other characteristics, are invited to join in the church’s journey of faith. An intergenerational emphasis provides a rich environment for our growth. Consideration of individual views challenges and expands the entire congregation’s faith and understanding of God. The life of faith is sustained by preaching that is intellectually challenging, spiritually nurturing, and realistically connected to the lives of the listeners. This is reinforced by service work that fosters openness to a broad spectrum of viewpoints. Most importantly, the church provides a common ground where its members examine, discuss, and grow their faith together with God.

##### **Describe several strengths or positive qualities of your congregation.**

Our congregation is marked by a strong sense of sincere “open doors” of welcome, humble curiosity, and a commitment to building community both within our congregation and in the world around us.

In a series of appreciative inquiry sessions and other conversations held by the Transition Team in late 2023 and early 2024, members were asked to reflect on their experiences at UCCNB, to consider what they value about the church, and voice what keeps them motivated to be involved and stay involved. Through this process, key strengths of UCCNB were identified. The most prominent strengths were the following:

- Our commitment to *social justice*, which is embodied in our efforts to act for justice, stand up for marginalized groups, let our values be known beyond our walls, and learn more about advancing equity within and beyond our community.
- Our commitment to *outreach*, which is evident in the ways we serve those in need, work in the community, advance just policies, actively participate in the broader church, and simply “walk the talk.”

- Our commitment to *UCCNB as a community*, which is demonstrated by the ways we serve and support one another, build meaningful relationships, work elbow to elbow together, are present for one another at life's most difficult times, and enjoy worshipping, praying, and laughing together as a family.

Other important strengths included:

- We offer an extravagant *welcome* to all.
- We are committed to the *youth* and intergenerational character of our church.
- We value quality *music* programming.
- We experience *spiritual engagement* through worship and other church activities.
- We find *intellectual stimulation* in worship, programming, and service opportunities.
- We experience a *sense of responsibility* to the church and the community.
- We are *generous* financially.
- We live our *values* outside of the church and in our lives. We do church when we are not at church!

### **What is a growing edge for your congregation? What do you need to strengthen as a congregation?**

A growing edge for UCCNB – an area of potential blossoming from established roots – is managing change in a congregation that has had only two pastors over a period of 50 years, a congregation with more than 57% of members age 65 and over, a congregation housed in a building that is aging as well, stretching the financial and volunteer resources of members. When challenge and change come knocking, the exclamation, “But we’ve always done it this way,” may be heard within our walls, perhaps a little too often. Yet at the same time, members recognize the opportunities that come with reflection and revitalization, and we are known for our progressive theology and our reliance on a still speaking God. For example, in our recent survey, over 90% of respondents expressed an openness to variations from tradition in the content and structure of Sunday worship services.

Another growing edge is the work of racial justice in the context of a congregation that is over 90% White. Over the past several years, the concept of racial justice has been more present in our worship and study, and in a survey conducted by the Adult Education Committee in 2023, the topic of racial justice was identified as a top area of interest for future adult education opportunities. In recent months, a team of members has participated in a racial justice training titled [Sacred Reckonings: White Settler-Colonizing Churches Doing the Work of Reparations](#). The team is continuing their relational work with one-on-one conversations, aiming to deepen explorations and awareness around this critical work. In addition, our congregation's work with [ISAIAH](#) has placed front and center the need for more action to advance racial justice in our own community and in the state of Minnesota. Despite these efforts, we know we have much work to do, many deep

conversations to hold, and a stronger commitment to make in order that anti-racism becomes a centerpiece of who we are and what we do.

**Describe what worship is like when your congregation gathers.**

We worship in a church building, built in 1957, that intersects two major thoroughfares. The sanctuary holds approximately 210 congregants. An education wing, built in 1960, houses classrooms and storage rooms. We would describe worship in a traditional sense with music being an integral component – whether it be our talented organist/pianist, our excellent choir and director, our recently formed bell choir, or special music from the membership. Congregational singing is robust as well! Sermons that inform, inspire, challenge, and guide are of central importance. At times the feeling of worship can be formal and reflective, and at other times uplifting and interactive. Applause and laughter are not foreign to church worship, but do not compromise the solemnity and spirituality of our time together. We just can't help but celebrate our faith, our many gifts, and the vulnerable ways we show up together on Sundays. The feeling of worship can be deeply personal, yet there is always a sense of a committed worship community sharing in spiritual growth together. Children are recognized and celebrated as a part of our worship with a formal Children's Time component. Weekly sharing of Joys and Concerns gives members an opportunity to express their gratitude to others or share their personal challenges – whether for themselves, family members, or friends. A relatively new addition to our worship ministry is recording our services and posting them online, giving the minister another way of delivering a spiritual message through technology. Baptisms of infants, children, youth, and adults enrich Sunday services throughout the year as the church embraces fellow worshippers and servants of God. Several times per year, new members, including our confirmands, receive a joyous welcome. Also, our recent congregational survey shows that most people are open to experimentation in how we worship.

Special services during the year include:

- Ash Wednesday Service
- Easter Service
- Youth Sunday Service
- Open and Affirming Sunday
- All Saints Sunday Service
- Transgender Remembrance Service
- Blue Christmas Service
- Christmas Eve Service

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

The vision for faith formation mirrors the call we feel from God to build community around love and justice. Our ministries for all ages focus on experiences that emphasize God's love for all, as well as extending that love through outreach and justice activities. Children and youth learn the "God is love" message at children's time during worship, and we elevate older youth to leadership in worship multiple times each year. Our faith formation programs for children and youth have been closely tied to outdoor ministries, Minnesota Conference programming, confirmation, Our Whole Lives, and weekly Bible Time. Adult Education opportunities are a strong priority, with weekly sessions held on Sunday mornings following worship and fellowship time. This year, a new practice of offering themed small group sessions on a series of weeknights was initiated. In addition, weekly Bible Study is hosted by the Lead or Associate Minister (preacher of the week) on Thursday mornings. Two annual all-church retreats, held at camps outside the metro area, draw on our intergenerational character.

**Describe how your congregation is organized for ministry and mission.**

Pastoral staff includes the Lead Minister as head of staff and the Associate Minister of Education and Faith Formation. The Director of Music and the Accompanist are part-time employees, while the Bell Choir Director is a volunteer member. Office staff include a part-time Administrative Assistant, a part-time Custodian, and a volunteer member serving as Accountant.

The Church Council, the governing body, is led by a nominated Council Chair, serving two one-year terms. Church officers include the Council Chair, Council Vice-Chair, Treasurer, Council Secretary and Lead Financial Secretary. Ten Committees with representation to the Council are Adult Education, Continuing Stewardship, Deacons, Education and Faith Formation, Fellowship, Membership and Engagement, Property Management, Social Justice and Outreach, Special Fundraising, and Technology and Social Media. The congregation meets twice a year, in January to adopt a budget, and in May to approve leadership. We also conduct additional business as needed at both of those meetings. The Council is both representational for communication purposes and has authority in spending money and making some decisions around vision.

In addition to Committees, we also have teams dedicated to specific areas of ministry and mission. Presently, the teams include Anti-Racism Team, Eco Justice Team, ISAIAH Core Team, and Open and Affirming Team.

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

Our building is showing its age but recently a few issues coalesced and needed to be addressed quickly. In response, the Property Management Committee imagined a Sewer Summit, but some additional issues (roof leak and on-going water infiltration) called for a more comprehensive approach. The Committee renamed the summit a Water Workshop and brought together church members who had experience with property management issues over the last decades. With an initial invitation to gather history and chronicle the way issues have been addressed, the Workshop led to three different bands of people taking responsibility for the different water needs. A plan was put in place to both finance and contract help for these needs. Where a previous pattern in church life encouraged more “do-it-yourself” ways of addressing matters, there was new openness to investing in once and for all solutions to free up more time for ministry.

**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 ([Link to UCCNB documents](#))

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

The Lead Minister is welcome but not expected to attend every committee meeting. Historically, the lead minister has found it essential to participate in the monthly Church Council meeting, (2 hours), Finance Committee (1 hour) and Ministerial Relations Committee (2 hours), and beneficial to participate in Property Management Committee (1 hour) and Intergenerational/Community Night Planning Team.

Additionally, the lead minister can expect 2 hours of weekly staff meetings.

Of course, every church body also includes a number of ad hoc meetings. Our interim minister in 2024 reports that it has been typical and negotiable to attend approximately 3-4 hours of additional monthly meetings, mostly related to the needs of the moment, and the grace and gifts of the congregation.

**Is the pastor expected to attend all church meetings?**

No, attendance is at the Lead Minister’s discretion and is negotiated with committees and teams.

### 3b. 11-YEAR REPORT

Church#: 361150

Assoc: 434 Schedule: 0 United Church of Christ in New Brighton New Brighton MN 55112

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS- REMOVED
2013	415	155	136	0	0	11	6	6	-1
2014	420	150	100	7	0	15	10	7	5
2015	421	150	110	0	1	7	5	2	1
2016	427	150	155	5	5	9	3	10	6
2017	419	150	150	0	0	6	11	3	-8
2018	411	150	150	0	0	3	8	3	-8
2019	415	150	105	8	3	6	11	2	4
2020	409	150	105	0	0	1	6	1	-6
2021	411	125	55	5	0	2	5	0	2
2022	413	100	79	0	0	7	5	0	2
2023	410	89	0	0	0	11	0	7	4

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
2013	\$261,564	\$18,244	\$43,774	\$14,219	\$57,993	\$25,237	\$83,230	16.74	\$363,038	\$300,697
2014	\$254,198	\$18,243	\$45,752	\$73,901	\$119,653	\$23,391	\$143,044	18.00	\$415,485	\$321,486
2015	\$289,709	\$18,243	\$45,677	\$23,352	\$69,029	\$26,129	\$95,158	15.77	\$403,110	\$323,460
2016	\$346,266	\$18,250	\$41,503	\$28,309	\$69,812	\$24,883	\$94,695	11.99	\$459,211	\$305,361
2017	\$359,249	\$16,390	\$43,155	\$30,078	\$73,233	\$27,111	\$100,344	12.01	\$459,593	\$358,417
2018	\$314,134	\$16,255	\$46,470	\$31,300	\$77,770	\$29,324	\$107,094	14.79	\$421,228	\$346,961
2019	\$326,243	\$15,684	\$47,682	\$33,759	\$81,441	\$28,083	\$109,524	14.62	\$435,767	\$362,322
2020	\$300,560	\$14,900	\$48,828	\$36,243	\$85,071	\$41,794	\$126,865	16.25	\$427,425	\$385,215
2021	\$317,548	\$11,652	\$50,672	\$49,341	\$100,013	\$30,409	\$130,422	15.96	\$447,970	\$379,877
2022	\$341,859	\$11,652	\$52,718	\$36,558	\$89,276	\$0	\$89,276	15.42	\$431,135	\$389,323
2023	\$352,951	\$0	\$45,238	\$20,017	\$65,255	\$16,600	\$81,855	12.82	\$434,806	\$0

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2018-2023	-0.24	-40.67	-100.00	266.67	-36.36	12.36	-16.09	3.22
2013-2023	-1.20	-42.58	-100.00	0.00	-41.67	34.94	12.52	19.77

### 3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	410	

Number of active non-members:	12	Yes
Total of church participants (sum of the numbers above):	422	

**Percentage of total participants who have been in the church:**

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	76%	Yes, based on 2024 survey
Less than 10, more than 5 years:	8%	Yes, based on 2024 survey
Less than 5 years:	16%	Yes, based on 2024 survey

**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>
3%	4%	2%	1%	6%	15%	9%	27%	34%	Yes, based on 2024 survey

**Percentage of adults in various household types:**

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	0%	Yes, based on 2024 survey
Households with minors:	24%	Yes, based on 2024 survey
Single adults age 35-65:	3%	Yes, based on 2024 survey
Joint households with no minors:	55%	Yes, based on 2024 survey
Single adults over 65:	19%	Yes, based on 2024 survey

**Education level of adult participants by percentage:**

		<i>Is this number an estimate? (check if yes)</i>
High school:	5%	Yes, based on 2024 survey
College:	37%	Yes, based on 2024 survey



Graduate School:	51%	Yes, based on 2024 survey
Specialty Training:	6%	Yes, based on 2024 survey
Other (please specify):		

**Percentage of adults in various employment types:**

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	31%	Yes, based on 2024 survey
Adults who are retired:	61%	Yes, based on 2024 survey
Adults who are not fully employed:	8%	Yes, based on 2024 survey

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

UCCNB has a high percentage of its congregants who have served as clergy or seminary faculty during their careers. Currently working members include many educators, healthcare professionals, and non-profit workers. Various other professions and trades are also represented.

**Describe the mix of ethnic heritages in your congregation, and the overall racial make-up.**

UCCNB is not particularly diverse in its ethnic/racial make-up. As an example, our survey results indicated that 93% of respondents were white, with the remaining percentage spread among a variety of racial/ethnic heritages. Also, 4% did not respond to that question on the survey. This is an area of growth for us given some demographic shifts in our region.

**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 diverse in our thinking about diversity! Because of our congregation's strong history as Open and Affirming, UCCNB sees sexual identity/orientation and gender identity as a key element of diversity, with 24% of congregants identifying as LGBTQIA+ on the recent survey. Additionally, the UCCNB congregation weaves together a diverse spectrum of beliefs; just a third of the membership came to our congregation from a UCC background. More than 20% of members were unchurched prior to attending UCCNB, with the balance coming from other protestant and Catholic traditions.

**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:**

No, but we are working through the [Sacred Reckonings](#) program, as noted above.

### **3d. PARTICIPATION AND STAFFING**

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**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	There are 27 attendees on average at weekly Adult Education sessions. Varying numbers participate in other opportunities.	The Adult Education Committee coordinates sessions following fellowship on Sundays, in addition to other offerings.
Baptisms ( <i>number last year</i> )	1	Pastors are responsible for planning/leading baptisms during worship.
Children’s Groups or Classes	Regular attendance is 9 children and 3 tweens.	The Associate Pastor and lay leadership coordinate. Bible Time takes place on Sunday mornings, with lay leaders teaching children and tweens.

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>
Christmas Eve and Easter Worship	113, 107	Worship planners include Pastors, staff, and lay leaders.
Church-wide Meals	Church-wide meals are held on Wednesday evenings, October-April. These intergenerational gatherings provide ministry for all ages. Weekly attendance is roughly 55.	These meals are organized by a lay leadership team and the Associate Minister.
Choirs and Music Groups	There are approximately 20 members in the choir, which performs 3-4 Sundays per month. A drum circle meets occasionally with a varying number of participants. There are about 12 members in the bell choir, which performs once per month.	The Music Director is responsible for planning the music ministry, directing the choir, and leading the drum circle. The Accompanist plays piano/organ for all musical elements of the worship service and helps coordinate the summer music program. The Bell Choir is directed by a volunteer staff member.
Church-based Bible Study	Bible Study is held weekly on Thursday mornings. Attendance varies, with about ten members attending each week.	The pastoral staff responsible for preaching the following Sunday is responsible for planning and leading Bible Study.
Communion <i>(served how often?)</i>	88 (same as worship attendance)	Communion is served monthly on the first Sunday.
Community Meals	15-20 participants quarterly.	Lay leadership partners with Loaves and Fishes.
Confirmation <i>(number confirmed last year)</i>	5	The Associate Minister is responsible for planning and leading Confirmation.

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> )
Drama or Dance Program	A dance group performed on some of the bigger holy days as well as occasional "regular" Sundays.	Former Lead Minister
Funerals ( <i>number last year</i> )	4	The Lead and/or Associate Minister are responsible for conducting funerals for members and non-members.
Intergenerational Groups	5–70	There is an intergenerational planning group that meets monthly, a team of 5 lay leaders and the Associate Minister. They primarily plan the Wednesday night community meals, but the team also chimes in occasionally on other intergenerational ideas from the Associate Minister.
Outdoor Worship	88	An annual picnic/worship is held in a local park, organized by regular worship planners (ministers, staff, as well as lay leaders).

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> )
Prayer or Meditation Groups	<p>Prior to COVID, a meditation group met before worship on Sunday mornings, with about 10 members in attendance. Presently, the group is not meeting.</p> <p>During the 2023-24 program year, small group sessions on the topic of faith/life journeys were held on Wednesdays before the community meal. About 10 individuals participated.</p>	<p>The meditation group was led by a volunteer church member.</p> <p>The faith/life journey groups were coordinated by the Adult Education Committee and led by a volunteer member, a retired UCC clergy member.</p>
Public Advocacy Work	20 members of the congregation participated in public advocacy leadership roles; numerous members supported these efforts.	Teams of lay leaders engage the congregation in advocacy ranging from broadly focused social justice to more specific eco justice and open and affirming actions.
Retreats	35 per retreat	Ministers and lay leaders plan both the summer and winter retreats.
Theology or Bible Programs in the Community		
Weddings ( <i>number last year</i> )	0	
Worship (time slot: Sunday 9:30am)	88	Regular worship planners include Ministers, staff, and lay leaders.
Young Adult Groups or Classes	Three classes given in alternating years averaging 6 participants.	OWL classes for various ages are given by trained UCCNB lay leaders.

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>
Youth Groups or Classes	12	The Associate Minister and parents of youth lead planning.

**Additional comments:**

**List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers.**

Name	Three- or Four-Way Covenant? <i>(3 or 4 or No)</i>	Ministry Setting	Type of Ministry Role	Retired? <i>(Y or N)</i>
Justin Griffiths	4-way covenant	Chaplaincy	Hospital Chaplain	N
Kathryn Morin	4-way covenant	Chaplaincy	Hospital Chaplain	N
Carolyn Pressler	4-way covenant	Seminary	Professor	Y
Abby Davis	No	Chaplaincy	Hospital Chaplain	N
Rebecca Lemeneger	No	Parish	Supply Preacher	N
David McMahill	No	Conference Ministry	ACM	Y
Jane McMahill	No	Parish Ministry	Pastor	Y
Robin Radabaugh	No	Parish	Pastor	Y
Kwame Reed	No	Conference Ministry	ACM	Y

John Steiner	No	Chaplaincy	VA Chaplain	N
Dave Tillman	No	Chaplaincy	Hospital Chaplain	Y
Kay Welsch	No	Interim Ministry	Interim Pastor	Y

**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:** N/A

**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
Associate Minister	No	Part Time	Lead Minister	2009 – 15 years
Administrative Secretary	No	Part Time	Lead Minister	2020 – 4 years
Accompanist	No	Part Time	Lead Minister	2007 – 17 years
Music Director	No	Part Time	Lead Minister	2022 – 1.5 years
Custodian	No	Part Time	Lead Minister	2020 – 4 years

## REFLECTION

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

UCCNB has a strong focus on advocacy and a broad geographic reach. Its ministry is characterized by leadership from a highly educated, aging congregation with a strong emphasis on ordained ministry (reflective of proximity to United Theological Seminary).

### 3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$401,685.00
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	\$9,932.00
Gifts Designated for a Specific Purpose (Not part of annual budget)	\$71,212.00
Grants (Solar Power)	\$3,400.00
Rentals of Church Building	\$842.00
Rentals of Church Parsonage	\$---
Support from Related Organizations ( <i>e.g. Women's Group</i> )	\$---
Transfers from Special Accounts	\$10,570.00
Other (specify): Insurance Payment for Repair of Elevator	\$22,000.00
Other (specify):	\$
TOTAL	\$519,641.00

**Current annual expenses** (*dollars budgeted for most recent fiscal year*): \$ 470,233.00

Attach the most recent [church budget](#), spending plan, operating statement, or annual treasurer's report as shared publicly with the congregation, or – if your church does not pass an annual budget – list current budgeted expenses here.

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

45%

**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) - \$54,404.00  
☒ One Great Hour of Sharing - \$2,123.00  
☒ Strengthen the Church - \$1,210.00  
☒ Neighbors in Need - \$1,913.00  
☒ Christmas Fund - \$2,575.00

**In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage?** *(recommended 10%)*

12% - We recently changed our support of OCWM – it is now a percentage of our budgeted income.

**What is the church's current indebtedness?**

Total amount of loan debt: \$112,308.00

Reason for debt: Roof replacement and other building upgrades completed in 2011.

**Are capital and other payments current?**

Yes

**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.**

Our building needs some upgrades and maintenance. Our leadership anticipates launching a capital campaign in the next few years.

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

Year(s)	Purpose	Goal	Result	Impact
2023	Repair elevator and plumbing	\$ 6,000.00	\$ 12,000.00	
2019-2020	Solar Panel Loan Campaign; used funds from two estate gifts for matching contributions	\$ 85,000.00	\$ 85,000.00	
2012-2015	Blessing Revitalization Campaign for painting of interior and other deferred maintenance in anticipation of 125 Celebration, plus payment on loan for roof and other repairs	Unknown	\$ 112,045.00	

**If a capital campaign is underway or anticipated, describe:**

It is likely a comprehensive Capital Campaign will be needed within the next two years.

Year(s)	Purpose	Goal	Result	Impact
2024	In planning stage	\$	\$	

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

Environmental responsibility using solar power to provide electricity for the church and to serve as a role model in the community.

**Does your church have an endowment?**

Yes

**What is the market value of the assets?**

(As of 12/31/2023) \$ 162,345.24

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

We can draw funds for particular projects or programs. We have an endowment fund for Special Ministries and Missions Projects and we have an endowment fund for Stewardship Education.

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

\$1,100.00 in 2023.

Up to 10% of the market value as of 12/31 of a year can be withdrawn the following year. In addition, any of the 10% from the previous year which was not spent can also be withdrawn.

**Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years:**

We do not draw on the endowment funds for operating expenses.

**At the current rate of draw, how long might the endowment last?**

In perpetuity.

**Please comment on the above calculations or estimates:**

If normal investment return and withdrawal of 10% per year.

### **Other Assets**

Reserves (savings): \$ 17,406.00 (Escrow accounts for ministerial sabbatical expenses and technology upgrades and funds remaining from two estate gifts six years ago.)

Investments (other than endowment):

N/A

Does your church have a parsonage?

No

Describe all buildings owned by the church:

Our church was built in 1958. The sanctuary can hold 210 and the fellowship hall can hold 140. The education wing, containing 10 classrooms, 3 offices, plus storage room, was built in 1960. In 1985 an elevator was added, and the narthex was enlarged.

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

N/A

Which spaces are accessible to wheelchairs? (*worship space, pulpit, fellowship space, facilities, etc.*)

Our worship, fellowship and education spaces are accessible to wheelchairs. Our pulpit and altar are not currently accessible.

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

UCCNB has strong lay input to decision making, and that is true of our budgeting process. All our elected committees and appointed teams are asked to prepare budget requests for their ministries, and the Finance Committee of the Church Council uses this information along with Conference Guidelines to draft the annual budget, which is approved at the January Congregational Meeting. In the last ten years UCCNB has provided leadership and financial support for the [Community Support Center](#) (of New Brighton) that addresses potential homelessness. In addition, UCCNB has led annual work camps to [Back Bay Mission](#) and provided significant additional financial support for that ministry.

In 2003 the church received approximately \$40,000 in rental income from a Montessori School that used church facilities throughout the school year. Shortly after calling a new minister, it was discussed whether the Montessori School was a necessary source of rental income. After months of discussion, it was noted that the school compromised the church's use as a religious facility, and the church decided to terminate the rental agreement. The main worry at the time was recovering from the loss of income, and subsequently losing the position of part-time Associate Minister, whose salary was almost equal to the rental income. To everyone's relief, the church membership responded to the Continuing Stewardship Committee's call to replace the rental income with pledges.

**Local Churches are encouraged to complete a [Church Accessibility Audit](#), available from the UCC Disabilities Ministries.**

We have completed the UCC Disabilities Ministries Church Building and Program Audit with a score of 36 out of 56. The main areas of improvement will be to address wheelchair access throughout the church and to improve knowledge of those with disabilities and their need for unimpaired access to the church. We also need to improve training for staff and congregation. Large print bulletins, ASL interpreters, transportation for those with disabilities, and other accommodations have not been formally addressed.

**Please share other accessibility features of your building(s) and worship experience:**

We have an elevator to help access both floors of our church. In addition, we designate handicapped parking spaces in both parking lots with easy access to the upper and lower entries. The main worship area is on one floor and the altar area is a few steps higher, which provides challenges for those who have mobility issues. We have audio amplification available for those who need it.

**Please share policies regarding financial practices of the church (roles and responsibilities of financial secretary and treasurer; who authorizes the payment of bills; the existence of any committees or teams whose responsibilities include budget, finance, or endowment matters, etc.). ([Link to Staff Handbook](#))**

### **3f. HISTORICAL INFORMATION**

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**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.**

One painful time in our church history was when the Minnesota Conference made the decision to sell Pilgrim Point, a beloved camp that served all UCC churches in the state. There were a couple of folks from our congregation on the Conference Camp Committee who helped make the difficult choice, and there were other folks who had invested decades of their time and thousands of dollars of their generous donations in the camp. (Pilgrim Point was sold in November 2020.)

Because this was such a fraught and wounding time, we convened a listening session, shared by both our Lead Minister and the Conference Minister. Members openly shared frustrations, anger, and tears. All the congregants most involved have continued to have loving, collaborative relationships despite this difficult time.

In May 2024 the MN Conference asked UCCNB to be part of its visioning process for Outdoor Ministry. A dozen members from the church met with a Task Force member and Transitional Conference Minister David Lindsey. It was a chance to draw on the strengths of UCCNB and further repair relationship.

In terms of the most important event in our congregation in the past 10 years, like many other churches, COVID significantly impacted UCCNB. We didn't just survive, but we thrived, taking leaps forward by creatively showing up for each other outdoors and with technology.

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

This past winter, UCCNB was approached by [Merging Waters Unitarian Universalist Congregation](#) about the possibility of renting space in our building. In addition to space, the UU congregation expressed an interest in partnering with UCCNB in a progressive expression of faith and social justice. Such a question required study, prayer, and discernment. UCCNB's Church Council appointed an Exploratory Team, with representation from the committees that would have a key role in a potential partnership with the UU congregation: Adult Education, Deacons, Education and Faith Formation, Finance, and Property Management. In addition, an at-large member was appointed. The team began its work in February and established the following purpose statement:

*The Exploratory Team will engage a process of discovery with the UUA Church in Fridley that extends the extravagant welcome of the United Church of Christ in New Brighton (UCCNB). We will explore possibilities of shared space, shared ministry, partnership and outreach into the community. We seek common ground and an expression of shared vision and values as we meet. We will undertake this process with open spirits and deep questions and wondering about what God is doing in this moment. The end result of our work will be a recommendation to the Council of UCCNB.*

The request from the UU congregation came at a time when our building was showing signs of age, with plumbing issues and water intrusion being top of mind. Further, while

the team was working, the church was approached by two other groups interested in renting space: another faith-based organization and a school. It seemed the time was right to at least consider the opportunity of renting space to an outside group.

When their work began, members of the Exploratory Team held a range of views about the idea of collaborating with the UU congregation – some were all for it, others were on the fence, and others were against the proposal. Throughout its process, the team collaborated in discernment with a similar team from the UU congregation. The teams worked intensely, each team striving for consensus among its members. At its June 2024 meeting, the Church Council received a recommendation from UCCNB's Exploratory Team to share space with Merging Waters after an information session for the congregation, held June 30. The information session, led by members of Council, was well attended, and a variety of questions from the congregation were addressed. The space rental proposal, which includes a two-year trial period, was approved by Council at their meeting on July 9.

**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.**

For most active or potential conflicts in our congregation, the Church Council is a sounding board for discussion and decisions. The Council consists of officers, both the Lead Minister and Associate Minister, and one representative from each of our committees.

While we do have the occasional tense conversation with differing viewpoints, our council members strike a great balance between speaking passionately and responding to one another with grace.

For more personal or delicate matters, we have a Ministerial Relations Committee that meets monthly with both ministers. There, the ministers share concerns together, and then they each have a chance to meet with the committee individually. These conversations are 100% confidential, and the team has a track record of prioritizing the health and well-being of our ministers. Occasionally a personal matter may be moved back to Council with a special request for personal leave time or other resources in support of our ministers.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Beth Donaldson, Lead Minister	2003-2023	Yes
John Buttrey, Lead Minister	1970-2002	Yes
Glen Herrington-Hall	1990-2006	Yes

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

Overall, our relationship with ministerial staff has been very positive, with an openness of discussion and beneficial transparency.

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

No

**Has your church been involved in a Situational Support Consultation?**

Ask us

**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?**

Our church has longstanding relationships with community organizations in the direct vicinity of our church – the northeast metro area – as well as a strong history of supporting organizations that serve the entire the Minneapolis-St. Paul metro area, the state of Minnesota, and beyond. Among the organizations we support are the following:

- The [Community Support Center](#) (CSC), a non-profit volunteer organization working to prevent homelessness and provide financial support and guidance to its clients in the northeast metro. UCCNB has been supporting CSC since its founding, with our members serving as volunteers and board members. UCCNB holds an annual special offering for the CSC and hosts its fund-raising walk each year.
- [Holy Hammers](#), a coalition of churches from the northern suburbs of St. Paul that partners with [Twin Cities Habitat for Humanity](#) to provide homes for families seeking affordable homeownership. Holy Hammers has served the metro area for 25 years. UCCNB members participate in building homes, preparing food for building crews, and providing financial support.
- [Ralph Reeder Food Shelf and Community Resource Center](#), a northeast metro organization that UCCNB has long supported with an annual special offering and volunteer service. Ralph Reeder provides food and basic needs to low-income, food-insecure families, along with connecting them to other community resources.
- [Loaves and Fishes](#), a state-wide organization that serves healthy meals to people in need. UCCNB has a 35+ year history of providing financial and volunteer support for the work of Loaves and Fishes. Typically, UCCNB prepares and serves three meals a year to between 150 and 300 guests per meal.
- [ISAIAH Minnesota](#), a nonpartisan advocacy coalition focused on racial and economic justice. ISAIAH organizes lobbying, protest, and petition efforts to influence policymaking and political activity. UCCNB has an active ISAIAH Core Team that participates in the work of ISAIAH and organizes ways for church members to be involved.



- [Back Bay Mission](#), an UCC mission organization devoted to strengthening neighborhoods, seeking justice, and transforming lives on the Mississippi Gulf Coast. UCCNB has supported Back Bay Mission through financial and volunteer support for over 35 years, with annual work camps and mission trips of two weeks involving numerous members each year.

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

UCCNB has consistently had good representation at United Church of Christ gatherings at all settings of the denomination. Additionally, many have served in leadership roles such as Conference Treasurer, Synod Delegate and service on committees of the Minnesota Conference. The Council recently reaffirmed a strong financial commitment to wider church ministries by setting our OCWM giving at 12% of church income. Leaders do not hesitate to utilize the resources of the national and Minnesota Conference settings for support of our local ministry. Additionally, we have recently written two resolutions that were adopted by the Minnesota Conference. One of those was also adopted by General Synod.

**How does your church engage with the community organizing movements in your community?**

Our congregation is responsive to spontaneous and planned activist gatherings that show support for our vision and values in the public square. This includes youth involvement as an expression of our intergenerational quality of community. As noted above, we are also very actively engaged in the Minnesota-wide efforts of ISAIAH and [Faith in Minnesota](#) (a separate 501c4 organization).

**These statements marked below apply to our UCC faith community.**

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

**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?**

These statements reflect current commitments, growing edges and future aspirations. We want to deepen our pledge and explore new ways to extend our welcome.

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

There is no existing interfaith or ecumenical organization operating in New Brighton. However, the police department hosts a quarterly meeting of faith partners, serving lunch and inviting speakers from different service groups and ministries in New Brighton. The department received a grant to host and convene these gatherings, fostering a good relationship between faith communities and the department. UCCNB is active in [Interfaith Action of Greater St. Paul](#) and ISAIAH to fill the void of an active ecumenical or local interfaith body.

**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.**

Our current Mission Statement can be found in our Constitution and Bylaws in Article II: "The avowed purposes of this church shall be to worship God, to preach the gospel of Jesus Christ, and to celebrate the Sacraments; to realize Christian fellowship and unity within this church and the Church Universal; to render loving service toward all people; and to strive for righteousness, justice, and peace."

We are testing an update to our purpose: "With Jesus as our model and guide, building community around God's love and justice is what we do."

**Reflect on the scope of work assigned to your minister(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 fully support the Lead Minister and Associate Minister being active and involved in the wider church and community at large. We follow their lead in expressing their passion in this area of ministry.

**4b. MISSION InSite**

**Comment on your congregation's The ARDA or MissionInsite report with data for your neighborhood(s) or area. What trends and opportunities are shown?**

Since roughly half of the members of our congregation drive less than 15 minutes to come to UCCNB, while the other half drives 15 minutes or more, we pulled data from the

Association of Religion Data Archives (ARDA) for both a two-mile radius (near vicinity), and a ten-mile radius (broader community).

- Residents in our area have housing challenges that are common across the nation. Housing and rent prices continue to rise with housing availability not able to keep up (and certainly not affordable housing). This reality was echoed in our conversations with community organizations, with reports that the housing situation is becoming more and more challenging. Opportunities to support struggling individuals and families in our area are abundant.
- Located in a metropolitan area, the fraction of residents doing white collar work is higher than the national average. Salaries are reflective of this, and there is a broadening in the split between higher and lower earners. (Lower earners' salaries did not grow at the rate higher earners' salaries did.) Despite this, poverty in the region is typical of the national average and in the immediate area it is lower. However, in the near vicinity, the number of people reported to be near poverty increased by over 40% between 2015 and 2019.
- In the near vicinity, there is a higher proportion of older adults (>55) and young adults (18-35), but the number of middle-aged adults (35-55) is lower. In the broader community, there tends to be a larger than average number of people living alone or in non-family situations. The ethnic makeup of our area has a lower fraction of Hispanics and larger portion of White citizens. The top foreign-born populations in both the near vicinity and broader vicinity are from Mexico and Somalia. From our community interviews we understand that Latinx and East African immigrant populations are seeking services through community organizations. This presents cultural and ethnic diversity opportunities. Through existing community partnerships, we are open to addressing these opportunities.
- The most prominent faith communities in the near vicinity are Catholic, Evangelical Lutheran Church of America (ELCA) (mainline Protestant), Assemblies of God (Evangelical Protestant), Muslim, and Missouri Synod Lutheran (Evangelical Protestant). In the broader community, the top three faith communities are the same – Catholic, ELCA, and Assemblies of God – with Reform and Conservative Judaism rounding out the top five. The religious groups showing the most growth are Muslim, Assemblies of God, and Non-Denominational Christian (Evangelical Protestant); this is true in both the near vicinity and broader community. With the nearest UCC church being 7.5 miles from UCCNB, we have an opportunity to attract individuals and families seeking a progressive Christian church.

**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?**

Our congregation is considerably older than the adult population in both the near vicinity and the broader community. According to our recent survey, 57% of our membership is 65 or older, while in the near vicinity and broader community the percentage is much lower, 18% and 13% respectively. UCCNB has a well-educated membership; the percentage of UCCNB members who hold at least a bachelor's degree is 86%, while about 40% of the population in both the near vicinity and broader community has attained at least a bachelor's degree.

As stated above, UCCNB has little racial/ethnic diversity, with 93% of our congregation reported to be White. The population of White citizens in the surrounding area is substantially lower, 71% in the near vicinity, and 63% in the broader community. Outside of Whites, the racial/ethnic groups with the highest population in the near vicinity and broader community are Black, Hispanic, and Asian. In the near vicinity the racial/ethnic groups experiencing the most growth are the Native American, Hispanic, and Black populations.

According to the Williams Institute at UCLA, LGBT persons make up 4.1% of the population of the state of Minnesota, and 4.2% of the Twin Cities metro population. At UCCNB, 24% of respondents to our recent congregational survey identify as LGBTQIA+, as stated earlier.

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

In worship, our congregation is sometimes reflective of many decades-old Minnesota churches: predominantly White folks singing predominantly traditional hymns in a predominantly reserved fashion. BUT, we are also a church body that actively seeks to understand many cultures, many religions, and many different lived experiences.

Two places where this is evident are our Confirmation Class and our Wednesday Community Night Program. Our confirmands visit many religious organizations – contemplating at a Buddhist temple, attending a Christmas service at an Eastern Orthodox church, and enjoying an iftar dinner with Muslim neighbors. We apply similar curiosity with our Wednesday Community Night Program – celebrating not only the foods of the many cultures in our city and surrounding areas, but also planning activities that invite us to reflect on those different experiences.

It is fair to say that we excel at supporting LGBTQIA+ needs and rights within our ministries, but we are still growing in our racial justice work. As mentioned earlier, we have a group of people participating in an ongoing Sacred Reckonings ministry, which invites us to consider reparations and healing particularly toward Black and Indigenous people in our community.

Our biggest area of growth may lie in how we engage with the many immigrant communities in our midst. We enjoy an abundance of neighbors from Latinx, East African, and Asian countries. While we engage in some surface generosity (e.g., holding coat drives, donating school supplies, participating in food pantry work), we know we have much to learn about how to conduct our ministries in deeper and more culturally specific ways.

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

The city of New Brighton's Police Faith Partners Coordinator expressed his awareness that our church is known for serving the community through social action. This conversation included a discussion of the view that the church is committed to serving the individual needs of persons through compassion. Other community interviews reflected a similar sense.

The view that we are committed to the acceptance of all persons is made known through the welcoming sign in front of the building. That sign is seen by community organizations as testifying to who we are and expressing a welcoming spirit. Beyond the written witness in front of our church building, community leaders value our social action focus and our inviting the use of our building and property by community organizations. It is known that our church is there for its members and the members are there for the community.

Finally, there is an awareness among some community leaders that UCCNB is thriving; we continue to gain members at a time when many churches are losing members.

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

People new to the church note that UCCNB members are genuinely welcoming and friendly. Further, there are opportunities to get involved in missions and the church's work – most notably the church's stand in support of the LGBTQAI+ community, social justice initiatives, and environmental justice work. New members appreciate our progressive philosophy toward Christianity. Also noted are the excellent ministers leading our congregation and their preaching about relevant issues of the day.



## 5. REFERENCES

### REFERENCE 1

**Karen Meyer**, Director, [Community Support Center](#)

(651-387-8050 / [staff@communitysupportcenter.org](mailto:staff@communitysupportcenter.org) / Community Partner)

#### **Describe some areas of strength in this church's ministry.**

The Community Support Center's mission is to prevent homelessness through referrals and financial aid by: Offering financial aid through CSC funds to prevent evictions and power shut offs, continuing to meet with participants to work on mutual-determined goals and helping participants access other resources (e.g., Ramsey County, Ralph Reeder Food Shelf, legal assistance, energy assistance, St. Paul Foundation, and others). This church's ministry's is serving our community by keeping people in their homes and being available for needed financial guidance over a period of time.

#### **Describe some areas for improvement in this church's ministry.**

UCCNB is already contributing a great deal to the CSC through its financial support and volunteer participation. By continuing to provide a CSC board member, active leadership in fundraising events, and ongoing advocacy with clients, UCCNB is vital to the continuation of this local effort.

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

Iris McGinnis is long term member of UCCNB. She has volunteered with this church's ministry of providing financial aid to prevent evictions for 20 years. She gives 10 hours every week to meet with applicants to help determine how CSC can support families in need. From its beginning, she has been in a leadership role so her experience is valued.

#### **Anything else you wish to share.**

There are many more UCCNB members who have given their time and money to keep this ministry going.

### REFERENCE 2

**Rev. James Pennington**, Executive Director, [Back Bay Mission](#)

(228-432-0301, ext. 303 / [jpennington@thebackbaymission.org](mailto:jpennington@thebackbaymission.org) / Community Partner)

**Describe some areas of strength in this church's ministry.**

New Brighton United Church of Christ has always had a strong ministry throughout the Minnesota Conference. When I was living in Minneapolis and served as pastor of Spirit of the Lakes/Living Table UCC, many United Seminary Students had experienced UCC Brighton's Ministry as an example of a healthy faith community. The congregation has a strong sense of justice and equity and an extraordinarily strong delivery of the Sunday message. New Brighton UCC has a history of excellent sermons that touch hearts and minds. In many ways, New Brighton UCC is one of the "flagship" congregations in the Minnesota Conference. The worship experience is rich and creative. Spiritual arts of various forms are utilized in worship to make the experience richer and reach a wider diversity of worshippers.

**Describe some areas for improvement in this church's ministry.**

As with most congregations, seems that the leadership dynamics could be improved at New Brighton UCC. And I know this is a challenging area of improvement, but I believe a deeper diversity at New Brighton UCC would be important. It is something that our communities of faith must be intentional about, looking at all aspects of their ministry and ministry delivery.

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

My experience has varied in the last few years. When living in Minneapolis, I was connected to a number of students from United Seminary who were connected or in-discernment at New Brighton UCC. I also had a good collegial relationship with the Senior and Associate Pastor. In my current position as the Executive Director of Back Bay Mission in Biloxi, Mississippi, I am very appreciative of the commitment that New Brighton UCC has to supporting Back Bay Mission through gifts, but more importantly, the gift of a group that comes to Back Bay Mission in Biloxi every year to volunteer in our programs and assist in our Housing Rehabilitation Program. The commitment of New Brighton UCC throughout the years has been stellar and very uplifting to the staff of Back Bay Mission, especially uplifting to me as a UCC ordained pastor.

**REFERENCE 3**

**Michele Garnett McKenzie**, Deputy Director, The Advocates for Human Rights  
(612-746-4685 | Mobile: 612-360-3818/ [mmckenzie@advrights.org](mailto:mmckenzie@advrights.org) / Community Partner)

**General Comments**

Thank you for reaching out to get our insight into the work of UCC in New Brighton. The Advocates for Human Rights is a nonprofit international human rights organization based in Minnesota. We work in our home community and in partnerships around the globe

with the mission of implementing international human rights standards to support civil society and reinforce the rule of law. Our core programs focus on protection of the human rights of women and LGBTIQ+ persons; people fleeing persecution, torture, and trafficking; and the abolition of the death penalty.

We have had the privilege of working with UCC in New Brighton and its members for several years to educate about and advocate for immigration justice.

UCC in New Brighton's values reflect internationally recognized human rights standards by seeing each person as worthy of dignity, regardless of who they are. The church values learning about and taking part in the struggle for justice. We have been invited to join the congregation for the adult education hour on several occasions; each time we're met there by welcoming and inquisitive members of the congregation. Individual members of the congregation are active volunteers with The Advocates for Human Rights, including providing pro bono legal representation to people fleeing persecution as they navigate the US immigration system. We have also been honored to receive financial support from UCC in New Brighton to help us accomplish our mission.

One of our greatest gifts was the opportunity to partner deeply with Rev. John Gutterman, who during his life was a member of UCC in New Brighton. John helped to found Conversations With Friends, a program to visit people detained in federal immigration custody, and he partnered with The Advocates as our volunteer faith liaison to educate about the human rights violations endemic in the detention system. John's spirit continues to shine through the work of UCC in New Brighton.

We wish you the very best in your search and look forward to continued partnership.





## 6. CLOSING THOUGHTS

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

### 6a. CLOSING PRAYER

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Our Creator God, we give thanks for all the abundance that we have. We give thanks for the ways we hear your still speaking voice leading us to “act justly, love mercy, and walk humbly” with you, among ourselves, and with our world. Lead us by your Spirit to the pastor whose story will join our story. Together, may we grow stronger in our faith as we live out the message of love, diversity, and renewal. In the Name of the Christ, Amen.

### 6b. 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 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?**

Transition team, search team, church council, and finance committee

**2. Additional comments for interpreting the profile:**

N/A

Signed: *Susan Nelson and Dan Judd*, co-chairs, Search Team, September 10, 2024

## 6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

**Staff Comment:** UCC New Brighton is a strong congregation with well-equipped members. They live out their commitment to the covenantal relationship between the local church and the wider church in various ways.

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

**Staff Comment:** This congregation is supportive and caring of their clergy and their families.

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

**Staff Comment:** This congregation has a solid financial base and is generous with their giving to OCWM each year.

**My signature below attests to the above three items.**

Signature: *Cindy Mueller*

Name / Title: Minister for Congregations in Transition

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

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

Date: 9/12/24

This document is created  
Church's Wider Mission  
possible through the  
all settings of the United Church of Christ.

**UNITED CHURCH  
OF CHRIST**



through support to Our  
(OCWM) and is only  
covenantal relationships of

***“Jesus answered them, ‘Have faith in God!’” – Mark 11:22***

## Appendix A

### Lead Minister Scope of Work

**Purpose: To lead and guide the church in its mission and purpose – With Jesus as our guide and mentor, building community around God's love and justice is what we do.**

**Scope of work for full time LEAD MINISTER POSITION  
(40-50 hours weekly)**

- preparation and leadership of worship services including scripture study, crafting of liturgy and bulletin, sermon preparation, guiding lay liturgists, planning of music, musical staff or volunteers, preaching in coordination with Associate Minister, offering of prayers, etc.
- faith formation and vitality through prayer, Bible study, service, identifying helpful resources and opportunities in concert with the Adult Ed. Committee and the Associate Minister, 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 Deacons
- community engagement and leading the way for the church to be an ambassador of God's love and justice
- advocates and equips leaders for the call for justice
- weddings, funerals and baptisms for participants in the worshipping community
- strategic planning for current and new directions in ministry
- attend meetings and give leadership as needed to Church Council, church programs, in collaboration with lay leadership and Associate Minister
- participate in wider church activities such as conference meetings
- administration responsibilities such as email, website, newsletter
- faithful financial development and stewardship. Assist with Capital Campaign development and execution
- responsibility for supervision of all 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

## **Appendix B**

### **11-year Report**