

POSITION POSTING



Listing Information

Lyndale United Church of Christ

610 West 28th Street

Minneapolis, Minnesota 55408-2101

“ Lyndale United Church of Christ is a growing faith community,
Deepening our questions and spirituality,
Embodying God’s healing and love,
Building a more just world here and now.”
—Lyndale UCC Mission Statement

Web links:

www.lyndaleucc.org

[Lyndale UCC FaceBook Page](#)

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

Salem Lutheran Church (ELCA): www.discover.salem.org

First Christian Church (Disciples of Christ): www.fccmpls.org

SpringHouse Ministry Center: www.springhousemn.org

Conference: MN Conference UCC serving as an Association.

Conference Staff Contact: Rev. Cindy Mueller, Minister for Congregations in Transition

Email: cindym@uccmn.org

Telephone: (612) 871-0359 or (763) 439-3952 cell

Summary Ministry Description

Lyndale Congregational United Church of Christ (LUCC) began in 1884 as a neighborhood church, and has continually evolved to become the progressive and socially active congregation that it is today. Our evolution brought us into a three-way covenant with two other congregations as SpringHouse Ministry Center. This allows us to focus on our ministry, while sharing occasional ecumenical programs like children's faith formation in a sustainable facility.

We are located in South Minneapolis, a vibrant, urban community that is racially, economically, and religiously diverse.

Our congregation has a strong social justice bent as well as being a spiritual home for those in the LGBTQ+ (Lesbian, Gay, Bisexual, Transgender, Queer plus) community. In 2015 we entered a new ministry venture by starting the Center for Sustainable Justice (CSJ), which focuses on local and global social justice issues and is staffed by a part time Pastor for Justice Ministry/CSJ Director (PJM). While our congregation is small, we are visibly active in many social and environmental justice issues in the Twin Cities.

What we value about living in our area

We are located in a vibrant urban community with diversity of all kinds; racial, ethnic, LGBTQ+, age, persons with different abilities, and socio-economic. The neighborhood includes all ages and accommodates those who are differently abled. We are located near two world class art museums, abundant lakeside parks, theaters, 4 seminaries, several colleges and the University of Minnesota. The neighborhood ranks high for walkability and is considered one of the most bike friendly cities in the U.S. Nearby Eat Street is known for its variety of fine restaurants and the surrounding area is filled with murals



that bring beauty to the neighborhood. Our own SpringHouse Ministry Center provides meeting space for the local community groups including Al Anon, NA, AA and performing arts groups.

Current size of membership: 111 listed members; about 50 active members

Languages used in ministry (other than English): None

Position Title: Pastor for Congregational Life (PCL)

Position Duration: Settled pastor

Compensation Level: ¾ Time

Does the total support package meet conference compensation guidelines? No See Compensation and Support page 4

Scope of Work

The following are pastoral duties which will belong primarily within the scope of the Pastor for Congregational Life

LUC is seeking a pastor who will take primary responsibility for the areas of ministry below while working collaboratively with other staff members and the congregation. While the Pastor for Congregational Life (PCL) and Pastor for Justice Ministry (PJM) each have distinct roles, our hope is to create a collaborative environment for all staff, versus a hierarchical style of leadership, as this better expresses our mission and character. The PCL and PJM may invite each other to assist with their primary duties as they are able. Both pastoral positions are accountable to the governing board. The PCL will oversee the work of non-ordained staff members.

- Encourage the congregation in living out its stated mission
- Provide guidance in all areas of governance of the church
- Provide pastoral care in collaboration with lay people and PJM
- Prepare and lead Sunday worship (average 3 Sundays/month) including biblical study and preaching, crafting of liturgy and bulletin, coordinating with lay liturgists and music staff, etc.
- Officiate in sacraments and rites of the church for participants in the worship community
- Oversee faith formation programs and encourage lay participation in study and leadership
- Develop leadership in the congregation by working with laity to create ministry programs
- Partner with and support the treasurer and lay leaders in faithful, innovative financial development and stewardship
- Assist lay leaders with strategic planning for current and new directions in ministry
- Participate in wider church activities such as conference meetings as time permits
- Engage in study and prayer to increase one's faith and improve skills so as to lead, teach, and preach more effectively
- Participate with covenant partners in the governance of SpringHouse Ministry Center
- Engage with the community and lead the way for the church to be an ambassador of God's love

Core Competencies

- A compassionate pastoral care giver who creates an atmosphere of welcome for all, including LGBTQ+, BIPOC communities and people who are differently abled
- A person of spiritual and intellectual depth with the ability to articulate Christian faith in ways that are relevant in the modern world
- A person with organizational skills who is able to both lead and collaborate with other leaders (e.g. SpringHouse pastors, staff and lay leaders)

Compensation and Support

Total Compensation Package

\$75,000–\$95,000 total package depending on experience

Benefits Compensation above includes benefits as negotiated, such as:

Housing allowance
14% of salary basis for pension annuity
Health, dental and vision insurance
Life/disability coverage
Social Security offset
The minister can distribute these funds as best befits their situation



Additional Benefits

Vacation weeks: 4 weeks or negotiable
Paid Study Leave: 10 days
The Pastor is eligible for a paid sabbatical leave after completing 5 years of employment or as otherwise negotiated per LUCC employment policy
Moving expenses as negotiated

What is the expected living situation for your next minister

Living nearby with a housing allowance.

Comment on the residential/commuting expectations for your next minister

Pastor is expected to live and commute within a reasonable distance from SpringHouse Ministry Center and Lyndale United Church of Christ.

State any incentives: None

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

- SpringHouse Ministry colleagues
- Minnesota Conference annual Fall Retreat, faith formation events and Covenant Days are held to gather regional clergy for fellowship and learning
- Seminaries in the Twin Cities include United Theological Seminary and Luther Seminary
- Annual Meeting of the Minnesota Conference (UCC)
- The Damascus Project is a lay and ordained continuing education program offered in partnership with the Wisconsin Conference UC
- Boundary training (every 3 years) and anti-racism training (every 2 years) are required and offered in a variety of formats and locations throughout the year
- Outdoor ministry opportunities are offered throughout the state for refreshment, fellowship, and enrichment
- LUCC has a Pastor-Parish Relations Committee to assist the pastor with any concerns that arise

If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment

LUCC staff members are given relative freedom to set some of their own hours and work locations. Our church is located in a metropolitan area that is home to many progressive non-profits and businesses, which the pastor could explore for secondary employment if desired

Who is God Calling to Minister with Us?

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

- Increased outreach and visibility in our geographic neighborhood and/or among the LGBTQ+ community
- Greater sense of unity among members active in diverse ministries
- More focus on stewardship of resources (financial, volunteers)
- Discerning and accommodating the growth of both CSJ and LUCC
- Healing/unity after a leadership gap; connect with membership first, and later connect to wider community

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

- We hope the PCL will support us in re-engaging with our neighborhood through participation in neighborhood events and associations
- PCL will support the work of the Center for Sustainable Justice (CSJ) as it connects with other faith partners that have a social justice focus
- PCL will develop understanding of reparations both financially and as a way of being in community with other organizations

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

Because of its membership makeup and neighborhood setting, LUCC is seeking a pastor with demonstrated cultural awareness of diverse groups, including anti-racism training and study of racial bias. The pastor will exhibit sensitivity in ministering with people from various spiritual traditions and will benefit from having familiarity with or openness to learning about LGBTQ+ culture and Queer theology.

LUCC's Center for Sustainable Justice (CSJ) and PJM are primarily responsible for networking with justice organizations and the LGBTQ+ community. The PCL will offer secondary promotion of the work of the CSJ, as well as sustaining partnerships with the other SpringHouse churches and LUCC's lay-led outreach ministries.

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.

- Bringing life to sacred stories and traditions in worship, proclamation, and witness.
- Stewarding the resources of the church.
- Building relationships of mutual trust and interdependence.
- Respecting the dignity of all God's people.

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?

- LUCC has a history of witnessing to Jesus' ministry in our Minneapolis community. That has often taken the form of activism for social justice. We are prepared to evolve and adapt in order to address changing global, racial, and environmental justice issues.
- God is calling us to increase our engagement with others outside our membership, including LGBTQ+ people, local neighbors, families with children and those who feel estranged from traditional churches.
- God is calling us to become a nurturing and safe spiritual home for those on their journey to follow the teachings of Christ here and now.
- God is calling us to strengthen engagement in our vibrant adult faith formation programs and other forms of spiritual growth.
- God is calling us to celebrate worship in diverse forms, both traditional and innovative
- We are called to integrate the justice work of CSJ into our worship and other ministries to see where that collaboration leads us.

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

Example 1

Following a study of reparations, we gave \$5,000 from the 2022–2023 LUCC operational budget as reparations to the indigenous community project of the East Phillips Neighborhood Initiative as a first-annual line item in our ongoing LUCC budget process.

We plan to keep a line item in our budget to continue our commitment to reparations on a yearly basis, as approved each year at the Budget Annual Meeting.

Example 2

In 2023, we engaged a large majority of the congregation in the Talking Circle feedback process, as facilitated by our interim pastor. The congregation also participated in a comprehensive quantitative survey from the Hartford Institute for Religion Research and Town Hall conversations to add value to the data used for our Profile.

Once the profile is circulated and as the search team is activated, lay leaders will continue to work on interim projects, such as holding more lay led events for community building and fundraising, and further clarifying of the relationship between CSJ and LUCC.

Has your church had a multi-year strategic plan or vision statement; if so, where do you see that plan/vision taking you?

LUCC does not currently have an adopted vision statement. However, our council and staff have adopted “Open Questions” that are regularly reviewed and shared with the congregation to help guide our decision making. This process emerged in response to the Hotchkiss influenced re-structure.

WHO ARE WE NOW?

“You shall love your neighbor as yourself.”
—Matthew 22:39 NRSV



Congregational Reflections

Describe your congregation's life of faith.

Our Beliefs

LUCC members want to have the ability to explore their faith and have a wide spectrum of beliefs rooted in Christianity. We follow the teachings of Christ, even though not all members define themselves as Christian.

We use both traditional and alternative forms in worship, including song, scripture readings and speaking. For example, we use a variety of translations for the Prayer of Jesus and our invitation to communion. Our congregation uses inclusive language and gender expressions to describe God.

We are a covenantal church, promising to live in right relationship with one another and God, supporting each other on our varied, individual spiritual journeys as stated in our new member covenant.

New Members Covenant

We covenant with one another: to seek and respond to the Word and hope of the Holy One. We strive to walk in the way of Jesus Christ, made known and always being known again to us.

We commit ourselves to attend the regular worship of the church and the celebration of the sacred supper; to share prayerfully and actively in the life and work of the church; to contribute to its support and mission; to seek faith-deepening growth through study; and to seek diligently the spiritual welfare of the membership and community.

We hold it to be the mission of the Church to worship and enjoy the Divine, seek to love one another as God loves us, participate in Christ's love in all the world, and strive for God's shalom: justice, peace, and wholeness. As did those who came before us, we depend on the Holy Spirit to lead and empower us as we work and pray for God's reign on earth.

Describe several strengths or positive qualities of your congregation.

We are in relationship with two other congregations that are a part of the Spring House Ministries Covenant. We share ministries like mission trips both international and domestic, youth programs and Sunday school.

- Our Springhouse Ministry Center, of which LUCC is part, provides meeting spaces for the local community, including AA and performing arts groups, at no cost
- We engage with our LGBTQ+ neighbors by hosting events like the Queer Prom and other events that indicate we are a safe space for all

We have a strong social, racial, and environmental justice focus which is expressed through individual member action, social justice teams, and through the work of the Center for Sustainable Justice.

Our adult study offerings are lay-led and well attended.

Our worship music is highly valued, offering a variety of genres with occasional choirs and guest musicians.

We have a history of being engaged in outreach to our neighborhood.

We encourage our clergy to seek out wider church connections, continuing education, sabbaticals, professional development and spiritual nurture.

The Center for Sustainable Justice, staffed by a part time pastor/director, is an extension of our ministry. It writes grants for ongoing projects like the Sacred Reckonings reparations training program and connects with other social justice organizations for movement building events.

Our Green Team, Activistas and Racial Justice Task Force lead events and projects through the year, such as environmental education, racial bias training, a plant exchange, nature outings and direct action for social justice. Our visibility at these events has

directly brought visitors and members to LUCC.

We actively engage with other faith-based social justice activist groups locally and regionally.

We annually pledge to Our Church's Wider Mission as a line item in our budget.

We are attentive and responsive to the needs and celebrations of our members.

Describe what worship is like when your congregation gathers.

Our worship is somewhat informal in terms of seating, dress and promptness. Our worship style is curious, playful, and welcoming. Lately, we open with a Land Acknowledgment and close with community announcements. We value music in our worship and have a talented pianist who leads the congregation. An occasional choir also provides song leadership. We spend time passing the peace to one another. We share Communion once a month and seasonally decorate the sanctuary with plants, flowers and banners. Our artwork has been curated to show various cultural depictions of biblical and current figures, including black, middle eastern and indigenous interpretations.

We use a Zoom format to engage members on line, feeling that it affords more direct connection between worship leaders and on-line participants.



Baptisms

Baptisms are performed in the presence of all three congregations within SpringHouse. First Christian (Disciples of Christ) practices full immersion baptisms in a baptismal pool in our shared Gathering space.

Springhouse Gathering space

Fellowship

Following worship, we typically join the other congregations in the spacious, combined SpringHouse gathering space. Usually, coffee and light snacks are served along with other SpringHouse churches.

Worship Space

SpringHouse Ministry Center has three separate worship areas: the South, North, and Garden Sanctuaries. We rotate sanctuaries with the other two churches within the building periodically. Each sanctuary has a piano to provide music for worship and chairs rather than pews for comfortable, flexible seating.

The largest sanctuary is the South Sanctuary. This space is always used when all three congregations participate in joint worship and for special occasions such as weddings and funerals. It has large stained-glass windows on both sides and opens into the fellowship area if additional space is needed for large gatherings. A rebuilt pipe organ is available in this space.

The North Sanctuary is opposite the South Sanctuary and is significantly smaller with no windows. A large hanging cross hangs from the ceiling. The Garden Sanctuary is located in the lower level.



North Sanctuary



South Sanctuary



Garden Sanctuary

What are some words used to describe good preaching?

In the Hartford Survey, members expressed appreciation for sermons that connect with current issues, joyful celebration, ethical take-aways, and the community building that happens in worship. They enjoy seeing lay leaders participate up front in worship along with the pastors.

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

We have a lay-led adult education program on Sundays which draws 10–12 people weekly, either in person or by Zoom. Examples of topics have been: Scary Christian Words, Spiritual practices, racial bias, environmental justice issues, and women in the bible.

In addition, a weekly midrash based lectionary study is held by Zoom. The lectionary sessions are lay organized and led, and several participants are seminary educated.

The “Nerd Squad” meets monthly in homes to explore theology and spirituality by reading novels together. This group rotates leadership among members of the group, including some who are seminary educated or ordained.

The shared SpringHouse children’s faith formation program is currently inactive. We would like to rebuild this program with staff and volunteers to engage children from all three SpringHouse churches as was done before the pandemic.

We have a small youth group which meets weekly with a staff youth leader. The leader is rebuilding the youth program with younger youth.

Describe how your congregation is organized for ministry and mission.

The ultimate decision-making authority for LUCC is with the congregation. However, much of the working authority and policies for the governance lies with the governing board (known as the Stewardship Council). Standing Committees include Finance, Executive Committee, Pastor Parish Relations, Personnel, Governance, and Nominating Committee. Programmatic teams coordinate Worship, Community Life, Social Justice and Adult Education. The Center for Sustainable Justice is also a program of LUCC that operates with part time staff and an Advisory Committee. Children’s faith formation is carried out jointly with the other SpringHouse Ministries.

The governing board has done much work to put policies in place not spelled out in the Constitution. We were guided by the book *Governance and Ministry* by Dan Hotchkiss. With new policies in place, the Council now functions as a proactive, rather than a reactive body.

The consent agendas used at council meetings allow council members to look at more routine things ahead of time, and vote on them quickly, thus allowing the council to be more strategic, visionary and planful during the meetings. The use of “Open Questions”, revisited on a regular basis, is a constructive approach for the Council that helps us stay focused on our vision. The Council’s most recent revision process was disrupted, however, by the COVID-19 pandemic and pastoral transition, so some portions of the Book of Policies have yet to be adopted by the congregation.

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

The PCL assists with monthly meetings of the governing board and its Executive Council, Worship and Adult Education committees. Staff meetings are held weekly. Seasonal and quarterly meetings are held with Finance, Pastoral Relations, Personnel and the SpringHouse Board. Total meeting times would be an estimated 12 hours a month of regular meetings plus 2 hours a month of seasonal meetings. Teams that engage in social

justice work are staffed by the Pastor for Justice 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, copies of our bylaws and a recent annual report are available upon request

Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred.

How was that accomplished?

Example 1

On Friday, May 29th, 2020, following George Floyd's murder, there were many warnings on radio and T.V. that protesters, infiltrated by arsonists and destructionists from out of state might be moving west along Lake Street from the 3rd precinct, which had been burned down the night before, closer to SpringHouse.

Based on the experience of the previous few nights, there were credible concerns that protesters might be targeting any institutions of "authority" within blocks of Lake Street, as the protests moved west from the 5th precinct. SpringHouse was thought to be within the "serious threat" corridor. Governor Walz had called up the National Guard for protective duty that day.

The time for SpringHouse (SH) Congregations (including LUCC) to act was very brief. Many phone calls and text messages between SH Pastors, congregational leaders, and the SH Building Committee, were exchanged through Friday afternoon.

There was no time for formal SH Board direction. The decision was reached that each congregation would have discretion to follow its own course.

LUCC Pastors and members of the congregation set up a LUCC-staffed table in front of SH, with water, food, medical supplies, and access to shelter within SH if needed. Gratefully, the protest did not spread north from Lake Street that night. We took quick, positive action to offer help during an unfolding crisis without knowing the outcome. By the grace of God our property was spared damage.

Example 2

An individual was reported by the Conference to be picketing outside churches who had LGBTQ+ pastoral leadership. The Conference staff warned congregations not to engage with him. One Sunday morning, he appeared across the street from SpringHouse, which has called several LGBTQ+ pastoral staff members. Congregational leaders discussed how they might respond to his presence, and the two LUCC pastors decided to take Communion elements outside and offer him Communion. Although he declined the offer, we saw the action as a positive move toward an adversary, instead of ignoring or arguing with him.

Where does your church struggle for Vision?

LUCC has been described as a congregation that does a lot with a small of group people. We take an innovative approach to ministry and have many goals and visions we have been able to follow through on in the past. We want to be inclusive of all, inspire social change and embrace people healing from religious trauma. We place a high priority on caring for each other. But because of pastoral transitions, the pandemic, and an aging congregation, we are finding that our aspirations and vision need to be re-framed to match our current resources and congregation size.

11-YEAR REPORT



UNITED CHURCH OF CHRIST

Eleven Year Church Profile Based on Data Reported in UCC Yearbooks

Church# 361010

Assoc: 434 Schedule 0 Lyndale Congregational UCC Minneapolis, MN 55408

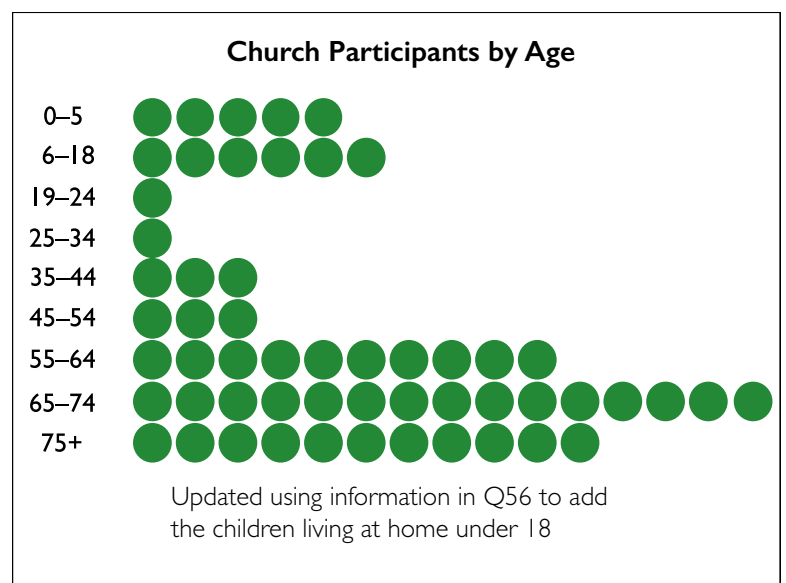
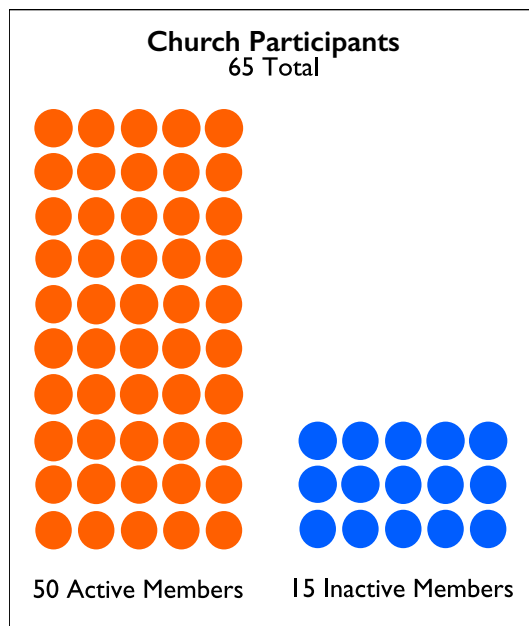
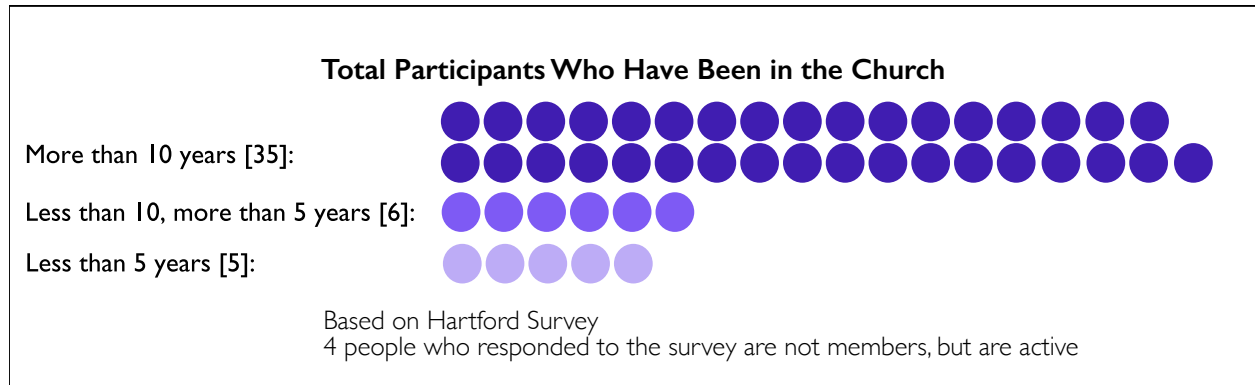
Year	Members	Ave Weekly Attend	Christ Ed/ Faith Form	Confirm	Confess	Transfer or Reaffirm	Deaths or Trans Out	Other Losses	Net Members Adds/ Removed
2013	112	47	30	0	0	4	2	0	2
2014	112	47	30	0	0	0	0	0	0
2015	112	47	30	0	0	0	0	0	0
2016	103	50	30	2	5	7	1	0	13
2017	107	50	42	0	0	5	1	0	4
2018	105	50	35	0	0	4	6	0	-2
2019	105	50	35	0	0	4	4	0	0
2020	105	50	35	0	0	0	0	0	0
2021	105	50	35	0	0	0	0	0	0
2022	111	50	35	0	0	0	1	0	-1
2023	111	22	15	0	0	2	2	0	0

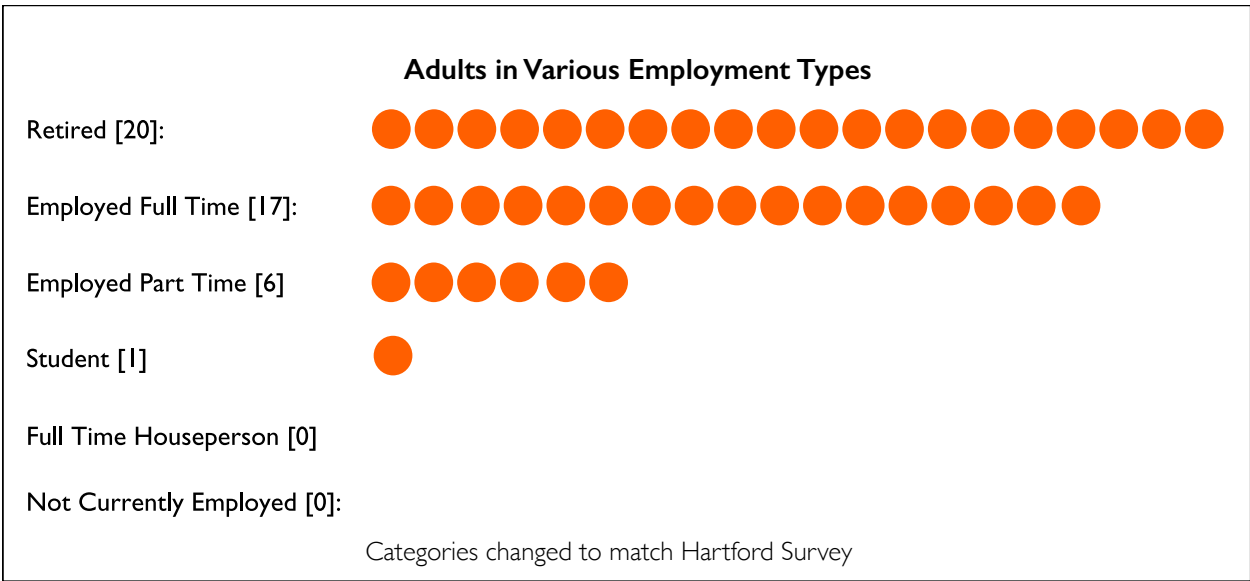
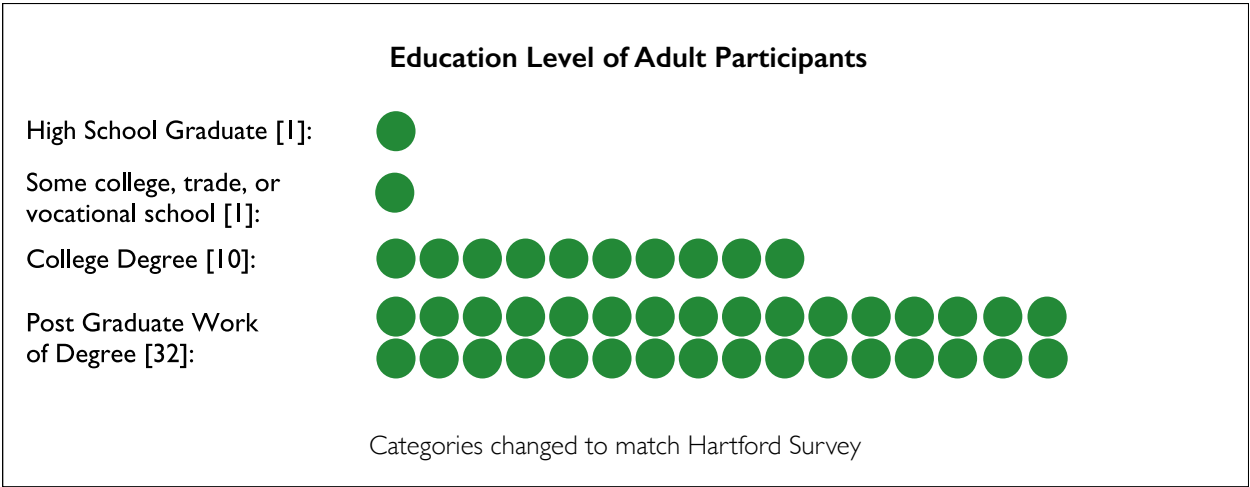
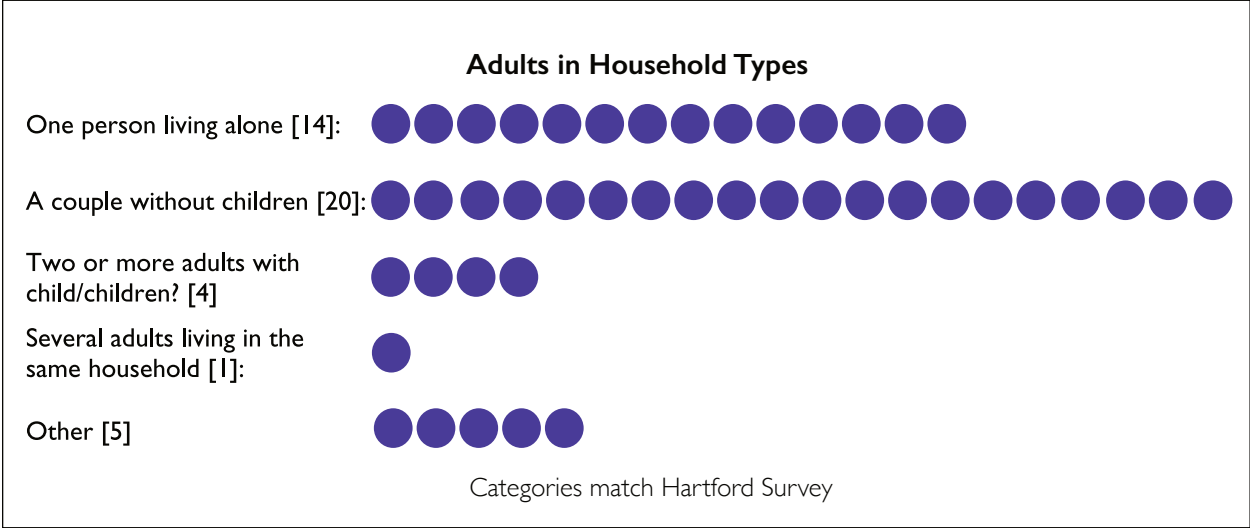
Year	Current Expenses	Capitol Payment	Basic Support	Total Other UCC Giving	Total OCWM	Other Gifts	Wider Mission	Basic Supp% Curr Local	Total Expend	Pledges/ Offerings
2013	\$166,284	\$67,764	\$10,700	\$1,120	\$11,820	\$2,124	\$13,944	6.43	\$247,992	\$135,599
2014	\$166,284	\$0	\$9,435	\$1,860	\$11,295	\$0	\$11,295	5.67	\$177,579	\$0
2015	\$166,284	\$0	\$6,700	\$2,925	\$9,625	\$0	\$9,625	4.03	\$175,909	\$0
2016	\$166,284	\$0	\$6,700	\$2,301	\$9,001	\$0	\$9,001	4.03	\$175,285	\$135,147
2017	\$207,747	\$0	\$6,700	\$3,100	\$9,800	\$0	\$9,800	3.23	\$217,547	\$163,540
2018	\$249,000	\$0	\$6,700	\$2,242	\$8,942	\$0	\$8,942	2.69	\$258,042	\$201,608
2019	\$254,912	\$0	\$6,700	\$2,274	\$8,974	\$0	\$8,974	2.63	\$263,886	\$188,593
2020	\$254,912	\$0	\$6,700	\$200	\$6,900	\$0	\$6,900	2.63	\$261,812	\$0
2021	\$254,912	\$0	\$6,700	\$825	\$7,525	\$0	\$7,525	2.63	\$262,437	\$0
2022	\$269,773	\$0	\$6,700	\$1,979	\$8,679	\$0	\$8,679	2.48	\$278,452	\$215,467
2023	\$286,500	\$0	\$6,767	\$840	\$7,607	\$0	\$7,607	2.36	\$294,107	\$203,407

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church

Based on responses to the LUCC pastoral search inventory survey (Hartford) conducted in 2023.





Describe the range of occupations of working and retired members per Hartford survey results:

Clerical/administrative, clergy and other religious, computer occupations, engineering and technology, health related occupations, lawyers/judges/legal, sales/marketing, social workers, teachers/professors/educations

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up. Most UCC congregations tend to describe themselves as “diverse.” Yet, the vast majority of UCC congregations are mono-cultural. What does diversity mean in your context?

LUCC members are primarily of European descent. We are diverse culturally in terms of including LGBTQ+ people and allies.

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

Members of the Transition Team reflected on the Welcoming Diversity Inventory in June, 2024. In the past, we have engaged in adult studies of issues related to various racial and ethnic communities, and have done a racial audit with our Racial Justice Task Force. We have studied and addressed the work of reparations using materials developed by the Center for Sustainable Justice. Most years, we engage in some aspect of racial bias awareness with adult studies, most recently in Spring, 2024. The congregation has had recent experiences that displayed we have more work to do in overcoming our racial bias.

LUCC has a high level of diversity of sexual orientation and gender identity, including LGBTQ+ families. Approximately 35% of the congregation identifies as LGBTQ+ and many are actively involved in the leadership of the congregation. The two SpringHouse Congregations with which we share Christian ministry also have high levels of diversity of sexual orientation, and we jointly employ a Queer youth minister.

LUCC has a long history of supporting LGBTQ+ diversity in our community:

- We were the second congregation in the Minnesota Conference to become Open and Affirming
- We have hired several LGBTQ+ pastors
- Before same-sex marriage became legal, LUCC established a policy that our pastor would not legally marry any couple in his authority until the State made same-sex marriages legal. He continued to officiate religious ceremonies for all couples.
- The congregation has marched in the Twin Cities Pride Festival and Parade under our own banner in years past



Queer Prom hosted by Lyndale UCC's CSJ

PARTICIPATION AND STAFFING

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? (list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)
Adult Groups or Classes	10–12	Pastors, lay leaders
Baptisms (number last year)	0	Pastors
Children's Groups or Classes	0	Springhouse shared ministry
Christmas Eve and Easter Worship	45	Pastors, worship committee and musicians
Church-wide Meals	20	Community life and lay leaders
Choirs and Music Groups	8–12	Music director/worship/pastors
Church-based Bible Study	6–12	Lay led midrash group
Communion (served how often?)	1x per month	Pastors
Community Meals	40–60	Lay-led meals at shelter
Confirmation (number confirmed last year)	0	Pastors
Drama or Dance Program	0	
Funerals (number last year)	50 (attended)	Pastor and family
Intergenerational Groups	5–40	Lay leaders; held occasionally
Outdoor Worship	30	Pastors, worship committee and musicians
Shared Lenten Holden Services	10–15	SpringHouse pastors
Public Advocacy Work	20	LUCC members and lay people
Retreats	0	
Theology or Bible Programs in the Community	10	Nerd Squad
Weddings (number last year)	100 people	1 wedding
Worship (time slot: 10:30)	35	Pastors, Worship Committee, musician
Monthly lunch gathering	15	Lay leaders
CSJ educational events	variable	Pastor for Justice Ministry
Youth Groups or Classes	4	SpringHouse Youth Minister
Queer Prom Community Event	170	Cooperative with area churches and non-profits

Additional comments: Some events like Thrive fundraisers were done before the pandemic and are now being re-instituted.

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

Name	Three or FourWay Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Yes or No)
Hannah Campbell Gustafson	4	Non-profit mental health	Mental health advocacy	No
Monica Powers	4	Senior Care	Chaplain	No
Sam Goodrich	4	Hospital	Hospice Chaplain	No
Jeanine Dorfman	4	Hospital	CPE Educator	No
Claire Klein	4	Hospice	Music therapist	No

If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation:

We have several ordained and seminary educated members who augment our lay leadership engagement. They share with us occasionally about their specialized ministries and serve on committees, help lead worship, etc.



Outdoor worship with all three SpringHouse congregations

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 (Y or N)
Interim Pastor	Partial	$\frac{3}{4}$ time	Governing Board	8 months
Director of CSJ/ Pastor for Justice Ministry	No	$\frac{1}{3}$ time	Governing Board	9 years
Director of Church Operations	No	$\frac{1}{2}$ time	Pastor for Congregational Life	Position open
Music Director	No	hourly	Pastor for Congregational Life	5 years

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

Our congregation is a highly educated group who values preaching that meets us at our intellectual level.

We have several lay-initiated and led teams and groups within our congregation that are active in a variety of causes and events; much more so than a congregation our size would suggest.

We have a strong LGBTQ+ influence in our congregation with many filling lay leadership roles. The result is that our congregation is aware, educated, and active around issues affecting this community.



Twin Cities Pride March



Serving meals at shelter

CHURCH FINANCES

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

Annual Offerings and Pledged Giving	\$174,026 (actual)
Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)	\$21,114
Endowment Draw (beyond what is permitted by spending policy, "drawing down the principal")	\$10,000
Fundraising Events	\$N/A
Gifts Designated for a Specific Purpose (Reparations)	\$4,800
Grants (CSJ)	\$27,000
Rentals of Church Building	\$4666
Rentals of Church Parsonage	\$N/A
Support from Related Organizations (e.g. Women's Group)	\$N/A
Transfers from Special Accounts	\$N/A
Other (specify): Legacy gift (one time)	\$15,000
Other (specify): Corporate matching gift	\$8,200
Other (specify): 2024CSJ grant received 8/24 (Sacred Reckonings use only; 10% allowance for administrative expense)	\$157,000
TOTAL	\$421,806

Current annual expenses (dollars budgeted for most recent fiscal year): \$278,427

Please see attached our most recent budget and actual figures:

[Lyndale UCC FY2024-2025 approved budget .pdf](#)

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

43% of our total expenses goes toward two ministerial staff (one 75% staff and one 33% staff).

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

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

- ☒ Our Church's Wider Mission (OCWM-Basic Support)
- ☒ One Great Hour of Sharing
- ☐ Strengthen the Church
- ☐ Neighbors in Need
- ☒ Christmas Fund

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

2% of our budgeted expenses is donated to OCWM

What is the church's current indebtedness? None

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. N/A

If the church has had capital campaigns in the last ten years, describe: None

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

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

In 2011, we completed a four-year campaign to raise \$800,000 for the retrofitting of a church building to house three congregations.

Does your church have an endowment? Yes

What is the market value of the assets? \$324,458 (June, 2024)

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

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

2019–5% draw from endowment

2020–no draw from endowment

2021–no draw from endowment

2023–7% draw from endowment

2024–possibly 10% of endowment?

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

The current policy voted on by the congregation is to allow 4–7% of the endowment's current value. However, we exceeded the 7% draw in the fiscal year ending June, 2024 and we anticipate exceeding it again in 2025. There was no endowment draw policy 5 years ago.

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

United Church Funds estimates that if we draw \$35,000 per year, our endowment will be depleted in about 12 years. It is our goal to eventually reduce our draw to 4–7%.

Please comment on the above calculations or estimates:

While LUCC has had some years of deficit spending, we have been able to balance this out with special gifts, PPP loans and several generous pledges. Since the Pandemic, those income sources are depleting. Members and staff have re-ignited a *Thrive* fundraising team and are looking for new ways to balance our budget in the future.

Other Assets

Reserves (savings): \$0

Investments (other than endowment): \$10,000 (Scholarship Fund)

Does your church have a parsonage? No

Describe all buildings owned by the church:

- 1/3 Owner of SpringHouse Ministry Center, 610 W. 28th St, Minneapolis, MN 55408
- The SpringHouse (SH) Ministry Center, of which Lucc is a partner in covenant, calls for Lucc to provide 1/3 of the annual operation expenses for the building we own in common. Lucc participates in the SH governing Board, and our Lucc Treasurer and an additional representative serve on the SH Finance Committee, which develops the annual draft SH budget for three congregations to consider and approve. The Lucc governing board incorporates our annual SH contributions into the annual Lucc budget. The current annual financial commitment to the SpringHouse “owner-in-common” expenses is \$56,000 for Lucc’s 1/3 share.

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

Which spaces are accessible to wheelchairs? All spaces are accessible.

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

We have a Treasurer, Finance Committee and an Administrative staff person in place to assist the governing board in annual budgeting.

We have surprised ourselves with the ability to raise funds and promote giving in the past, including initiating a significant capital campaign that raised \$800,000. We have also made positive changes to our budgeting process recently. In 2023, the congregation voted to move from a “deficit budgeting” mentality to planned use of our endowment earnings with guidelines that we would allow a draw of 4–7% of the value to meet expenses annually. This represents a mindset change for Lucc. We have also established a giving policy to accept financial gifts within designated giving categories.

At the time Lucc sold our building and entered a covenant with SpringHouse, we intended to transform the cost savings into social justice ministry. As part of our social justice mission, a task force recently studied reparations and proposed that we add this as a line item in our annual budget. This action was approved by the congregation in 2023. We are hopeful that we can continue ministry innovations like CSJ and the Reparations line item into the future.

HISTORICAL INFORMATION

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

Reverend Don Portwood concluded his 35 year ministry in 2015.

Established The Center for Sustainable Justice in 2015

Approved a budget line item for Reparations in 2022.

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

Our church continues to manage change during a 2-year pastoral vacancy. During the two

years, we have had one transitional pastor and two interim pastors, two of whom did not have a UCC background. Our PJM was on a lengthy medical leave following a car accident in the midst of the vacancy. Lay leadership stepped up to lead worship, manage committee work and coordinate with the interim pastors.

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.

Town Halls; (open discussion without decision making); and congregational meetings are two vehicles we use for working out conflicts. LUCC members like to be included in decision making when possible. In the past, our pattern has been to engage in open communication about issues we struggle with and to reach consensus when possible.

For example, in a recent incident involving a personnel matter, members had differing opinions and hurt feelings resulted. Once this was brought to the governing board’s attention, they wrote a letter to the congregation and conversation was held in a Town Hall format. This was followed up with an adult study class on the topic.

The LUCC governing board created a *Book of Policies* in January 2021, following Dan Hotchkiss’ book, *Governance and Ministry*, to enhance the congregation’s procedures, accountability and problem solving. We are learning to be guided by these new policies.

In addition, the SpringHouse Ministry Covenant between the three churches includes explicit procedures for issues regarding SpringHouse building use, issues between churches, and issues between pastors.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Don Portwood	35	Yes
Cathy Crooks	10	Yes
Ashley Harness	7	Yes

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

LUCC became accustomed to the strong leadership of a previous pastor for 35 years. The pastor who followed him re-trained us to be more lay led and delegated more tasks to lay members so that we were better able to step up during times of pastoral absences. More lay leader training is needed. At the same time, we are aware that the responsibilities of lay leadership have stayed the same as the number of people able to serve has decreased. We also want to encourage our pastors to establish healthy boundaries and use the supportive resources available so they don’t become burned out.

Has any past leader left under pressure or by involuntary termination? No

Has your church been involved in a Situational Support Consultation? No

Has a past pastor been the subject of a Fitness Review while at your church? No

WHO IS OUR NEIGHBOR?

“You shall love your neighbor as yourself.”
Matthew 22:39 NRSV

COMMUNITY VISION

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

Our Vision for the future is to create a knowledgeable and aware membership who will be passionate, engaged activists with a spiritual connection. We envision inviting those who are less involved in activism to learn, to be inspired and to participate in causes they are drawn to. We want to be an accessible resource for neighbors who need support and want a forum to amplify their voices and increase visibility of their concerns. We envision joining with other activist organization such as ISAIAH and MARCH to increase effectiveness in fostering justice. Finally, we wish to increase publicity to the community of our events and ministries.



Poor People's Campaign at state capitol

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

- LUCC pastors and lay leaders attend the MN conference annual meeting
- LUCC annually commits to the conference's Our Church's Wider Mission as a line item in our budget.
- The CSJ, through its "Sacred Reckonings" curriculum, is teaching other UCC churches around the country about Reparations.
- We have been educated by lay leaders about UCC polity and what it means to be a Just Peace and Open and Affirming church.
- LUCC members have increased our knowledge of the wider UCC through Conference interaction during the interim.

Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations. (Find more information as desired at ucc.org.)

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

- | | |
|--|--|
| <input type="checkbox"/> Accessible to All (A2A) | <input checked="" type="checkbox"/> Just Peace |
| <input checked="" type="checkbox"/> Creation Justice | <input type="checkbox"/> Global Mission Church |
| <input type="checkbox"/> Economic Justice | <input checked="" type="checkbox"/> Open and Affirming (ONA) |
| <input type="checkbox"/> Faithful and Welcoming | <input type="checkbox"/> WISE Congregation for Mental Health |
| <input type="checkbox"/> God Is Still Speaking (GISS) | <input type="checkbox"/> Other UCC designations |
| <input type="checkbox"/> Border and Immigrant Justice | <input type="checkbox"/> Designations from other denominations |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I'M) | |

We have also studied and made congregational commitments to Immigrant Justice, Economic Justice, and Accessibility

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?

We are currently most active in honoring our commitments to being an Open and Affirming, Creation Justice, and Just Peace church, as well as in our Reparations work. We hope to become more active in justice work for those who are differently abled.

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

We engage in ecumenical ministry projects with SpringHouse Ministries, ISAIAH (faith-based organizing), Multi-faith Anti-Racism Change and Healing, Minnesota Immigrants' Rights Action Committee, Minnesota Interfaith Power and Light, and others.

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.

Lyndale United Church of Christ Mission Statement

Lyndale United Church of Christ is a growing faith community,
Deepening our questions & spirituality,
Embodying God's healing & love,
Building a more just world here and now.

Lucc lives into its current Mission Statement through intelligent, thought-provoking worship, caregiving among its own members, and direct action and advocacy for social justice through the CSJ and lay led teams.

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

Lucc is accustomed to its pastors being engaged with the Minnesota Conference, national church, and ecumenical settings through attendance and leadership at wider church events and trainings. The PJM also has responsibility for wider church engagement.

MISSION InSite

Comment on your congregation's Mission Insite report with data for your neighborhood(s) or area. What trends and opportunities are shown?

Our Mission Insite report draws from a 2.5 mile radius around our church. Within that radius we see a wide spectrum of socio-economic pockets, from wealthy neighborhoods to homeless encampments. LUCC is located from within the Whittier neighborhood of Minneapolis.



The neighborhood around LUCC has an average age of mid to late 30's, half of whom are single. The report also indicates that the area will see a significant growth in school age children over the next 10 years along with moderate growth in overall population. The ethnic makeup of the neighborhood is 57% white with the remainder a diverse BIPOC population.

The report predicts population growth in our neighborhood, particularly among school age children. The challenge for LUCC is to reach people who are younger and more ethnically diverse than our congregational makeup. The opportunity for LUCC is to be a place that welcomes all and helps people with diverse backgrounds to understand each other, worship and work side by side.

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 adjacent neighborhood tends to be younger, single adults, many of them renters and BIPOC residents.

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

We are partially shaped by our engagement with the LGBTQ+ community. We also respond to local need through work with a local shelter and a local urban farm. We are using our reparations gifts to address and connect with local initiatives.

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

We are an Open and Affirming congregation and active in social justice.

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

They knew someone that attended LUCC worship or had seen LUCC at social justice events.



REFERENCES

Name up to three people who have agreed to serve as phone and written references. Advise the three references: “The contact information you provide may be shared publicly. Please use contact information that you feel comfortable giving to candidates so they can reach you with their questions.”

Make sure they are not members of your church but are persons who know your church well enough to be helpful to candidates seeking more information. Request a letter from each reference in answer to the four prompts below. Attach the letters (up to three) as desired.

REFERENCE 1: Reference letter, [Martha Harris.pdf](#)

Name: Martha Harris

Position: Member, First Christian Church

Setting: First Christian Church

Telephone: (763) 593-0814

Email: harrismartha@mac.com

Relationship to the Congregation: In covenant through SpringHouse Ministries

REFERENCE 2: [Rhonda Hlavinka reference letter.pdf](#)

Name: Rev. Rhonda Hlavinka

Position: Pastor, Salem Lutheran Church, ELCA

Telephone: (763) 229-4459

Email: revrhonda@discoversalem.org

Relationship to the Congregation: In covenant through SpringHouse Ministries

REFERENCE 3: [Lyn Clark letter 7-24.pdf](#)

Name: Lyn Clark Pegg

Relationship to the Congregation: former member

Telephone: (218) 348-3048

Email: carolynpegg@yahoo.com

Lyndale has a plaque in our sanctuary which includes this quote from Micah:

“ God has shown you, O mortal, what is good.
And what does the Lord require of you
but to do justice and to love kindness
and to walk humbly with your God?
—Micah 6:8 NRSV”

CLOSING THOUGHTS

CLOSING PRAYER

Our common prayer with members of all the churches at SpringHouse Ministry Center is:

Gracious God, you have called your servants
to ventures of which we cannot see the ending,
by paths as yet untrodden, through perils unknown.
Give us faith to go out with good courage,
not knowing where we go, but only that
your hand is leading and your love supporting us;
through Jesus Christ. Amen.
—Eric Milner-White, 1941

STATEMENT OF CONSENT

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

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

- 1. Which individuals and groups in the church contributed to the contents of this Local Church Profile?**
Intentional Interim Pastors (2), Transition Team, Treasurer, administrator, governing board, Pastor for Justice Ministry, congregation members and SpringHouse pastors and members who participated in Talking Circles, surveys and Town Halls.
- 2. Additional comments for interpreting the profile**

Signed: *Lori Miske*

Title: Secretary of the Transition Team

Date: October 23, 2024

VALIDATION BY CONFERENCE/ASSOCIATION

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

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

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

My signature below attests to the above three items.

Signature: *Cindy Mueller*

Name/Title: Minister for Congregations in Transition

Email: cindym@ucc.org

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

Date: October 23, 2024

This document is created through support to Our Church's Wider Mission (OCWM) and is only possible through the covenantal relationships of all settings of the United Church of Christ.

**UNITED CHURCH
OF CHRIST**



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

From: Martha Harris
Letter of Reference for Lyndale UCC

Lyndale UCC is a church full of “Activistas.” People from Lyndale turn out in force (meaning groups from 4 to 20, as far as I can tell) for social justice, environmental, and community-building activities, meetings and protests. They are deeply committed to building their own community, through their worship and fellowship experiences, and building the community in which they live through activities such as those mentioned above. I have always been deeply impressed by their authentic commitment to demonstrating their spiritual values through action.

My comments here apply to all three of the churches that make up SpringHouse Ministry Center. The pandemic dealt a hard blow to all institutions including churches and we have still not recovered. It now feels to me like we operate as three separate churches with little to no interaction amongst our congregations, aside for the quarterly meeting of the SpringHouse board and the occasional joint worship services. I wish all three of our churches could find ways for our members to interact more, whether it's in social get-togethers, book studies or more focused projects, such as they servant trips we used to take. This may be simply a matter of churches communicating more with each other and being more deliberate in extending invitations to all the churches to participate in our various events.

Several years ago, Lyndale hosted a Drag Queen luncheon in the Fellowship Space, after the morning worship time. This was the first time I had ever attended a Drag Queen event, and it had a profound effect on me. At this event, I seriously listened to people who embrace and enjoy a drag persona talk about their lives and their choices, instead of just reading about it in books and magazines. This event by Lyndale's ministry broke down a wall for me.

I really enjoyed participating in a Listening Session with Lyndale and Salem. The format for sharing, talking and listening was powerful, and I can see how useful the discussion format could be for our own church as we currently face some difficult and divisive issues.

Best wishes in your search process.
Martha Harris, First Christian Church
6/8/2023



Salem English Lutheran Church

July 25, 2024

Greetings,

Lyndale United Church of Christ is a congregation that is firmly built on relationship with each other and with God. Their story is over 130 years old and has many chapters filled with tales of being God's feet and hands in the world. The part of their story that I intersect with is their most recent chapter, as part of SpringHouse Ministry Center.

I became Salem English Lutheran's pastor 8 years ago and what I thought I understood about SpringHouse ended up being just the beginning. I didn't realize, when entering this covenant community of congregations, that as the pastor for Salem, I would also sometimes be the pastor for Lyndale and First Christian. In addition, my Lyndale and First Christians colleagues are pastors that show up for Salem in many and various ways. We live in a covenant relationship and there is so much beauty in this.

As covenant partners in ministry, we all have our strengths and our growing edges. Lyndale has many gifts, one of which is their passion for justice work. They have led our SpringHouse community in it's sanctuary work and in our environmental sustainability work, as well as our work with reparations.

Lyndale is a tight knit community that, like every congregation (especially in light of Covid) can become turned in on itself. But at their best, even more so than many, Lyndale is open to being in tight knit relationship with all. This is especially true with pastoral and lay leaders that make this a priority. A great example of this is our Wednesday evening Zoom Advent and Lent worship services. In collaboration, we have created an intimate space online for Holden Evening Prayer that draws a myriad of our beloved. The colleagues I have had the privilege to work with at Lyndale, I count among the best.

Lyndale UCC is an easy-going congregation that knows who they are and are persistent in sharing the gospel of equity and justice. They are great covenant partners because they are tenacious, yet willing to compromise and are always willing to teach, help, and learn.

Blessings,

Pastor Rhonda Hlavinka

To: Michael Vanderford

From: Lyn and John Clark Pegg

Date: July 6, 2024

Re: Reference letter for the Lyndale United Church of Christ (LUCC) profile

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

- A small church that offers the possibility for intimate involvement in the life of the church and in worship.
- Meaningful worship services with good preaching and relevant to contemporary issues.
- What drew us to Lyndale originally (in 2020) was the creativity and participation of the members.

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

We became involved during Covid times. In that context of worship services on zoom, we didn't feel connected to others in the church family. Many members have been at Lyndale for a long time, and it seemed that those long-standing relationships made it difficult for us to feel involved.

The church members seemed to focus inwardly and relationally with each other. While some individuals were involved with groups in the community, collective outreach to community groups did not seem to be a priority. The small size of the membership made it difficult to develop vibrant and sustainable committees.

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

Lyn particularly benefited from her involvement with the Racial Justice/Reparations team. That work was very stimulating and rewarding.

We generally enjoyed the outdoor worship services and potlucks at Wabun Park – that felt more open and engaging with others.

Anything else you wish to share.

The first interim Minister did not seem to be able to offer what Lyndale needed at that time. In fact, she was a hindrance to moving forward. The profile process was inadequate and did not effectively surface the needs and wants of the membership. As new members, we didn't have much to offer, and we didn't have the capacity to discern what needed to happen in order for Lyndale to move forward.

Lyndale UCC Proposed Budget for FY2024-2025

	2023-2024 Actuals	Proposed FY2024-2025 Budget	Notes
Income			
Corporate Match	8,200.00	10,000.00	
CSJ Fiscal Agent Fees	500.00	500.00	
Grants	27,000.00	30,000.00	
Great Gatherings		10,000.00	
Miscellaneous Income	400.00		
Offerings Received			
Offerings - Fees Covered	619.48	1,000.00	
Offerings - Open	874.00	500.00	
Offerings - Pledged	153,842.60	180,000.00	
Offerings - Unpledged	9,481.12	9,500.00	
Special Offerings - Easter	110.00	0.00	
Total Offerings Received	\$ 164,927.20	\$ 241,500.00	
Reparations Gift	4,800.00	7,000.00	
Total Income	\$ 205,827.20	\$ 248,500.00	
Gross Profit	\$ 205,827.20	\$ 248,500.00	
Expenses			
Bank Service Charges	1,256.36	1,500.00	
CMTE - Community Life			
Events // Meals // Retreats	354.63	500.00	
Total CMTE - Community Life	\$ 354.63	\$ 500.00	
CMTE - Social Justice			
Activistas	125.00	250.00	
Green Team		250.00	
Immigrant Welcoming Task Froce		250.00	
Outreach & Supplies		250.00	
Racial Justice Task Force		250.00	
Simpson Shelter	1,286.25	2,500.00	
Total CMTE - Social Justice	\$ 1,411.25	\$ 3,750.00	
CMTE - Worship&Faith Formation			
Adult Ed	250.00	250.00	
Guest Musicians	600.00	1,000.00	
Guest Preachers & Speakers	786.48	750.00	
Lay Leadership Developmt	666.00	500.00	
Music & Licensing	486.36	1,000.00	
Technology & Advertising	634.65	1,000.00	
Worship Elements	390.00	500.00	
Total CMTE - Worship&Faith Formation	\$ 3,813.49	\$ 5,000.00	
Commute Mileage Interim	1,451.89	2,500.00	
Mileage Reimbursement Interim	40.87	1,000.00	
Ministry Center Expense	56,033.50	56,500.00	
Moving &. Background Check (interim)	575.00		
Recruitment and Hiring of Settled Pastor		10,000.00	
Office Supplies			
Database & Website Admin	2,099.11	2,000.00	