



PT Pastor
Saint Paul's UCC
Delano, MN

Name of Church

Saint Paul's UCC

Address

P.O. Box 187
Delano, MN 55328

Conference:

Minnesota

Association:

No Associations

Title

PT Pastor

Start Date

n/a

Description

working on profile

Church Contact Information

No contact information has been added to this profile.

Listing Information

Web Presences

<https://delanoucc.org>

Type: Professional

Additional Formal Ecumenical Affiliations

N/A

UCC Conference or Association Staff Contact Person**Name:**

Rev. Cindy Mueller

Title:

Minister for Congregations in Transition

Phone:

612-871-0359 Ext.4

Email:

cindym@uccmn.org

What we value about living in our area.

While offering small-town charm, Delano is conveniently located close to the Twin Cities, providing easy access to additional amenities, cultural activities, and job opportunities. With lower living costs compared to larger cities, Delano provides affordable housing and a comfortable quality of life. Delano is known for good schools and abundant outdoor recreational opportunities, with nearby parks, lakes, and trails that support an active and healthy lifestyle. In addition to our historic downtown, Delano has a new industrial park with increasing business and employment opportunities.

Current size of membership

43

Average in person attendance

25

Does your church hold virtual worship services?*No***Languages used in ministry**

English

Position Title

PT Pastor

Position Duration

Settled

Compensation Level

1/2 Time (approximately 20-22 hours/week)

Does the total support package meet conference compensation guidelines?*Yes***Link to current Conference guidelines**<https://www.uccmn.org/wp-content/uploads/2024/11/2024-2025-CompensationGuidelines.pdf>

Scope of Work

Select the expectations of the church's next pastor using the list below and following the [Call Agreement Workbook](#).

Some additional goals for the pastor may also be included here. Expectations should be reasonable based upon the compensation level selected above; for example, a ¼ time pastor likely has time for Worship Leadership, preaching, service preparation, and possibly emergency on-call pastoral care.

Expectations:

Worship Leadership, Preaching, Service Preparation.

Pastoral care, visitation of hospitalized, homebound, and members in care facilities.

Special services (weddings, funerals, liturgical year services).

Teaching – Bible Studies, adult education, confirmation, other (please provide a list of any other teaching items).

Compensation and Support

The salary basis comes from the [Call Agreement Workbook](#), equal to Cash Salary plus Value of Parsonage/ Housing Allowance. The Conference can assist in determining these amounts or provide a worksheet to be used to calculate these values.

SALARY AND BENEFITS OFFERED: SALARY BASIS: ITEM OFFERED	AMOUNT OR PERCENTAGE (IF DETERMINED)	IS THIS NEGOTIABLE	PASTORAL CANDIDATE DETERMINES
Salary (Cash basis determined from Conference/ Association Guidelines)	42000	<input type="checkbox"/>	<input type="checkbox"/>
Housing Allowance	0	<input type="checkbox"/>	<input type="checkbox"/>
Any Experiential Difference (Related to years of experience)	0	<input type="checkbox"/>	<input type="checkbox"/>
Salary Basis: 42000			
Pension/Annuity	0	<input type="checkbox"/>	<input type="checkbox"/>
Social Security and Medicare Offset	0	<input type="checkbox"/>	<input type="checkbox"/>
Medical/Dental Insurance	0	<input type="checkbox"/>	<input type="checkbox"/>
Life Insurance	0	<input type="checkbox"/>	<input type="checkbox"/>
Disability Insurance	0	<input type="checkbox"/>	<input type="checkbox"/>
Worker's Compensation	0	<input type="checkbox"/>	<input type="checkbox"/>

If needed, please comment further on your church's salary and benefits for the minister.

\$42,000.00 is the Total Package (which includes benefits) which can be distributed as the pastor requests - salary, housing allowance, pension, insurances, social security offset, etc... The \$42,000 total package may not cover fulltime health & dental coverage.

The expected living situation for our next minister.

We expect that the pastor will live elsewhere and commute as needed.

If a parsonage is provided, will the church offer a home equity allowance to the pastor? (The recommended guidelines for a home equity allowance is equal to 1.5% of the average home value in the community; this is considered taxable to the minister. The Housing Equity Offset should not be calculated into the Salary Basis upon which other Benefits are determined. Churches should consult a tax advisor prior to establishing any account for an equity allowance to ensure compliance with IRS rules on nonqualified deferred compensation plans.)

No

N/A

How our church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment.

St. Paul's UCC will be supportive of pastoral schedule adjustments if our minister has other employment.

Additional reimbursements the next Pastor can expect to receive as part of their employment:

Reimbursement for use of personal vehicle.

Conference and/or Association meeting registrations

Other meeting registrations (or educational requirement registrations).

Criminal background checks.

Peer and professional supports available for ministers in our association/conferences.

- ✦ An annual MN Conference Fall Retreat for authorized ministers
- ✦ Outdoor ministry opportunities
- ✦ *FourThursdays* are offered in a hybrid format for up-to-date information and resourcing in faith formation
- ✦ Two seminaries in the Twin Cities
- ✦ The Conference Annual Meeting
- ✦ Boundary Training and Anti-Racism training in a variety of formats & locations
- ✦ Covenant Days to gather regional clergy & laity
- ✦ Continuing education opportunities– *The Damascus Project*

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 God is calling us to become as a congregation.

While we are a mature congregation, we are open to the vitality younger families would bring to our dynamics. We embrace the gifts of our mature church membership and recognize our uniqueness. We celebrate the gifts of membership across all ages and recognize that every stage of life enriches our faith.

We desire to become a more prominent voice in the community, inviting all who seek a welcoming, inclusive congregation to join us.

How God is calling us to reach out to address the emerging challenges and opportunities of our community and congregation.

Since 2019, we have been guided by a 5-year plan called "Making a Difference by Design," which has helped us define our objectives, think outside the box, and achieve our goals. We review and update this plan annually, focusing on five key areas: Community Outreach, Improved Communication, Feeding Our Members, Physical Building, and Indoor Improvement. Some of our accomplishments include hosting bi-monthly cultural dinners, organizing social justice events, creating a peace garden, launching a website, implementing a calling chain, reroofing and painting the church, and replacing a furnace. Our current 5-year plan includes re-envisioning our fellowship area with new flooring, constructing two stages for indoor and outdoor music, installing solar panels on our new roof, and identifying a church member to serve as a community liaison to enhance our involvement in the community and a member to serve as a coordinator for quarterly church clean-ups.

We need to improve our efforts to engage people, encouraging them to share their ideas, and keep the congregation well-informed.

We are a compassionate church, responding to local, metro, state, and global needs whenever we see an opportunity to make a difference.

11-Year Report

Download a copy of the 11-Year Report developed with the help of our conference staff and UCC Data Hub.

[Download 11-Year Report](#)

Congregation Demographics

Describe those who participate in your church.

DEMOGRAPHIC	NUMBER
NUMBER OF ACTIVE MEMBERS:	42
NUMBER OF ACTIVE NON-MEMBERS:	10
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	52

ARE THESE NUMBERS ESTIMATES?

Yes

Describe the total participation of the church:

DEMOGRAPHIC	NUMBER
MEMBERSHIP 5 YEARS AGO:	35
MEMBERSHIP 10 YEARS AGO:	51
WEEKLY ADULT EDUCATION ATTENDANCE: (IF ANY)	10
YOUTH MINISTRY ATTENDANCE: (IF ANY)	0

ARE THESE NUMBERS ESTIMATES?

Yes

Number of total participants by age:

AGE	NUMBER
0-11	0
12-17	3
18-24	0
25-34	0
35-44	2
45-54	0
55-64	7
65-74	15
75+	15

ARE THESE NUMBERS ESTIMATES?

No

Staff and Volunteer Leadership

List of all current staff:

STAFF OR VOLUNTEER POSITION	WHO GUIDES THE WORK OF THIS POSITION?	COMPENSATION	LENGTH OF TENURE FOR CURRENT PERSON IN THIS POSITION
Maintenance	Church Council	vol	20 years +
Cemetery Board	Church Council	vol	Ongoing
Worship Committee	Pastor	vol	Ongoing
Interim Pastor	Church Council	part	Start 6/2024
Organist/Pianist	Pastor/Worship Committee	vol	Start 9/2023
Secretary	Church Council/Pastor	part	Start 6/2019

Reflection: What this information reflect about our congregation's overall ministry:

St. Paul's may be a small congregation, but we are a vibrant and engaged community. A significant portion of our members are actively involved in leadership, committees, and groups within the church. When we put out a call for volunteers, our members consistently respond by offering their time, talents, and resources for service and ministry.

Church Finances

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	65921
Total	65921

Current annual expenses (dollars budgeted for most recent fiscal year):

65699

Attach 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.

[Download church budget](#)

Has the church ever failed to pay its financial obligations to a minister of the church?

No

Total amount of loan debt:

No response

Reason for debt:

No response

Are capital and other payments current?

Yes

Does the church currently have any endowments? If so, what are the values of those endowments?

Endowment:

No response

Endowment:

No response

Endowment:

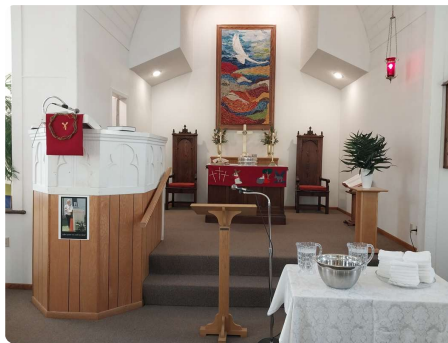
No response

Capital Campaigns

Description of any building programs projected or underway.

N/A

Pictures



Does the church have a parsonage?

No

Describe all buildings owned by the church and include pictures:

The original white, frame church building was built in 1879.

The brick building was built in 1958 to be used for Sunday School and church activities.

The two structures were joined together in the 1980's by an addition which includes the church office and an entrance gathering space.

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

N/A

Accessibility features of our building(s):

Exterior access such as ramps for wheelchair users or people requiring other mobility assistance

Interior access to different floors for wheelchair users or others with mobility aids (elevator, chair lift, ramps)

Listening devices in the sanctuary, or wireless technology to connect to hearing aids

Large print bulletins

Wheelchair access in bathrooms

Handrails on all stairs
Curb cuts
Accessible bathroom on each floor

Which spaces are accessible to wheelchairs:

The church has an exterior ramp at one entrance and an interior ramp into the sanctuary that are both used by wheelchairs. There is a wheelchair accessible bathroom on the entrance level of the church. All the main areas of the church are accessible to wheelchairs except the chancel area which includes the pulpit.

Historical Information

Significant happenings in the history of our church that have shaped the identity of our congregation.

Over the past decade, our church's adoption of the 'Open and Affirming' resolution in 2015 stands out as a defining milestone. More recently, the installation of our 'BE THE CHURCH' sign has drawn attention, inviting individuals to discover who we are and what we believe.

Ministerial History:

<i>Name:</i> Wayne Dalton	<i>Years of service:</i> 5
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<i>Name:</i> Jeff Hagaman	<i>Years of service:</i> 8
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<i>Name:</i> Ken Iha	<i>Years of service:</i> 3
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<i>Name:</i> Richard Flynn	<i>Years of service:</i> 5
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<i>Name:</i> Nancy Anderson	<i>Years of service:</i> 2
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<i>Name:</i> Bridgett Haefner	<i>Years of service:</i> 11
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<i>Name:</i> Kent Meyer, interim	<i>Years of service:</i> 1
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Community Vision

How the relationships and activities of our congregation extend outward in service and advocacy.

We embrace diversity and service to the community. Our faith in action includes support of our local food shelf, support of Love INC, support of the Delano Diversity Task Force, hosting a bi-monthly Cultural Awareness/Immigration Issues Supper, hosting a Native Spirituality Speaker, hosting Neighborhood Night Out, and providing a facility for AA meetings. We have invited a Best Buddies Friendship in Minnesota ambassador to share their story in our worship service. Our missions beyond our local support include Second Harvest Heartland, the Division of Indian Works (MN), and Annandale Art & Textile Center vocational weaving. Our global mission has centered on Teamwork Africa. We have provided financial support for building three wells in Liberia. Our church sponsors several girls through the Starfish Program providing education in Liberia.

St. Paul's is a 5 for 5 congregation.

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, through Just World Covenants or affiliations with other groups. Check any of the following partnerships which your congregation has formally adopted, or movements which otherwise apply to your congregation.

Accessible to All (A2A).

Open and Affirming (ONA).

Other UCC designations:

5 for 5 Congregation

References



☒ Terri Harris

Completed: Saturday, Apr 5, 2025

I am an ordained Pastor. I've worked with this church, (pastors and congregation) for over 17 yrs. Currently I am part time Pulpit supply for them.

Primary Email Address: TerriMillsHarris1@gmail.com

Mobile Phone: 1-763-742-3113

Reference Response

Delano, MN UCC:

My reference for this congregation is to bear witness to their steadfast loyalty to the church. There are families that have been there since its inception for many generations. They are a tight knit group who support each other well. Their passions lie with social justice and an adherence to Christ's teaching to love others. They are consistently active and learning new ways to support others, in and outside their walls. They are inclusive and thoughtful. As individuals and a whole they are remarkable. People there are very invested in seeing the church thrive and continue. There are people in the congregation who take on tasks readily. They have genuine love for each other and a strong fellowship together. I admire their tenacity and ability to be flexible in the midst of change. They are truly remarkable.



☒ Chris Brazelton

Completed: Monday, Apr 21, 2025

I currently attend St Paul's UCC. I have not officially joined as a member, but I do volunteer for some activities.

Primary Email Address: brazelton.cb@gmail.com

Personal Cell: 612-209-4553

Reference Response

I met the previous pastor, Bridget Haefner at some community events. I was impressed with how she put her faith into action for social justice.

I grew up in the Catholic church, attending Catholic schools from 1st grade through 12th grade. I became disillusioned at the limited roles women were allowed, the lack of faith in action, and then the way they mishandled sexual abuse issues was the last straw. I attended some other churches, but struggled to find a community that shared my values.

I started attending St Paul's sporadically. My involvement has become far more regular. I appreciate how UCC brings the congregation into the decision making process. I love the various social justice activities. I appreciate that the lessons Christ taught us are more than just stories, but guidance for how we live in community.

I hope we can continue this mission through our next pastor.



☒ Zachary Iten

Completed: Wednesday, Apr 23, 2025

Zachary Iten

Funeral Director - Iten Funeral Home, Delano, MN.

Primary Email Address: itenfhd@charter.net

Mobile Phone: 952-452-4170

MOBILE PHONE: 9324924170

Reference Response

St. Paul's is a place of warmth, inclusivity, and service, and I have no doubt that a new pastor will find a dedicated and welcoming congregation eager to continue its important ministry. One of the most defining features of St. Paul's is its active and intentional involvement in the local community. The church has consistently demonstrated a strong commitment to serving those in need, whether through local outreach initiatives, food drives, or supporting families in crisis. St. Paul's also stands out for its commitment to openness and inclusivity. It is a church where everyone, regardless of background, is welcomed with open arms. This inclusivity fosters a spirit of collaboration and mutual respect, making St. Paul's a place where all are valued. It is truly a church where people from all walks of life can come together and find common ground.

Sincerely,

Zach Iten

Closing Prayer

The hymn 'Called as Partners in Christ's Service' proclaims our church's ministry.

"Called as partners in Christ's service, called to ministries of grace, we respond with deep commitment fresh new lines of faith to trace."

"May we learn the art of sharing, side by side and friend to friend, equal partners in our caring to fulfill God's chosen end."

"So God grant us for tomorrow ways to order human life that surround each person's sorrow with a calm that conquers strife."

"Make us partners in our living, our compassion to increase, messengers of faith, thus giving hope and confidence and peace."

Statement of Consent

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

For example, church council or consistory, transition team, etc.

The LOCAL CHURCH PROFILE was prepared by members of the Search Committee.

Financial information was given by the Church Council/Treasurer

The congregation recently completed a Pastoral Search Inventory which gave us the opportunity to share together in assessing who we are and our vision for our future. The results of the survey are reflected in this profile.

2. Additional comments for interpreting the profile:

No response