



Minnesota Conference
UNITED CHURCH OF CHRIST
INTERIM POSITION POSTING

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

LISTING INFORMATION

Church name: Zion United Church of Christ

Street address: 240 So. Elmwood Ave., Le Sueur, MN 56058

Supplemental web links: <https://www.zionlesueur.com/>

Facebook: "Zion Le Sueur"

<https://www.facebook.com/groups/130294151953/>

Additional ecumenical affiliations:

Shared hosting of ecumenical services during Lent and Vacation Bible School.

UCC Conference: Minnesota

Conference Staff Contact Person:

Rev. Cindy Mueller

Minister for Congregations in Transition

612/871-0359, ext. 4

cindym@uccmn.org

Summary Ministry Description:

The United Church of Christ's motto, "that they all may be one,"—Jesus' prayer for unity—has shaped Zion's history and identity. For over 150 years, Zion UCC has been a spiritual leader and community presence in the Le Sueur area.

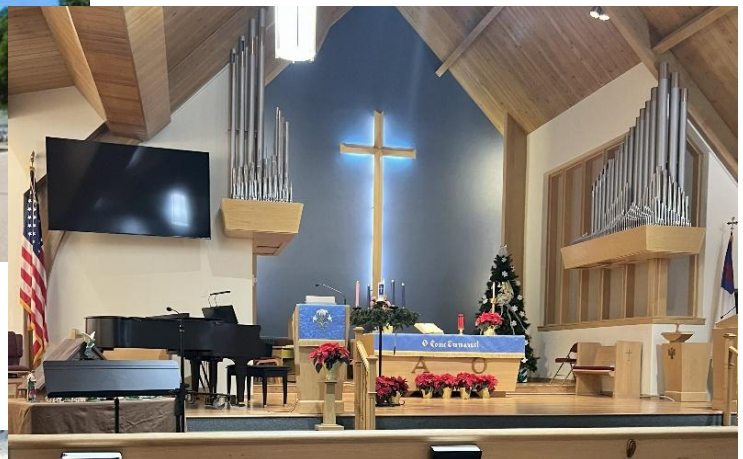
- **Heritage & Growth:** Rooted in two German traditions, Zion has welcomed other congregations, beliefs, and traditions over time. This openness has enriched our life together.
- **Community & Care:** Members support one another while respecting differences, creating a welcoming, diverse, and caring environment.
- **Generations & New Members:** Many families have belonged for generations, and we continue to welcome new families who want to follow Christ while being part of a unified community.
- **Stability & Strength:** Zion is financially sound, debt-free, and supported by established endowments, allowing us to honor our past while moving confidently into the future.

Looking Forward

As we enter this time of transition, Zion seeks an **interim pastor** who can walk with us in faith and provide:

- **Spiritual Leadership:** Preaching, teaching, and worship that inspire and sustain us.
- **Pastoral Care:** Support and guidance for members in times of need, celebration, and everyday life.
- **Steady Presence:** Helping us navigate change with courage and hope while honoring our traditions.
- **Discernment & Preparation:** Guiding us as we reflect on our history, assess our present strengths and challenges, and prepare for the call of our next settled pastor.

We are eager to partner with an interim pastor who will nurture our congregation in this in-between time, help us listen for God's call, and strengthen us for the exciting journey ahead.



What we value about living in our area:

We treasure the friendliness of our town, the natural beauty of the Minnesota River Valley, and the strong sense of community that brings families together. Le Sueur is a place where people know each other by name, where neighbors look out for one another, and where families find support and connection.

Community Highlights

- **Family-Friendly Spirit:** Our excellent schools—including a brand-new elementary school (2024)—and community events, create a nurturing environment for children and families.
- **Convenient Location:** We enjoy small-town life right off Hwy 169, with easy access to the Twin Cities (45 minutes), MSP Airport (1 hour), and Mankato/North Mankato (30 minutes).
- **Recreation & Gathering Spaces:** An outdoor pool, skating rink, numerous parks, ball fields, and a welcoming community center with fitness facilities and more provide places for connection and play.
- **Revitalized Downtown:** Recent growth and rebuilding on main street has provided a vibrant downtown area with shops, restaurants, groceries, salons, a beautiful library, and local businesses that keep our community vibrant.
- **Celebrations & Traditions:** Annual events like *Giant Days*, Christmas in the Valley, Summer in the Valley, and a thriving Farmers Market all summer bring neighbors together in joy. Nearby Henderson adds even more with antiquing, dining, and festivals.
- **Opportunities for All:** With local jobs, strong schools, and growing resources, families and individuals alike find Le Sueur a wonderful place to put down roots.

Le Sueur offers the best of both worlds: a welcoming small-town community with the beauty of the river valley, and close connections to the wider region. It's a place where a pastor can feel at home while joining in the life of a caring and hopeful congregation.

Current size of membership: 282 Active members, 36 active non-members

Languages used in ministry (*other than English*): None

Position Title: Interim Minister

Compensation Level (*choose one, delete the other options listed*):

Preferred Full Time (40-45 hrs. a week)

Would consider $\frac{3}{4}$ Time (30-34 hrs. a week)

Does the total support package meet conference compensation guidelines? Yes

SCOPE OF WORK

Ministering to Zion UCC

- Preparation and leadership of Sunday worship including scripture study, sermon preparation, guiding and sometimes finding lay liturgists, planning of music in coordination with musical staff, preaching, offering of prayers, etc.
- Guiding faith formation of our youth and young adults along with our Christian Education committee.
- Pastoral services, such as baptisms, weddings, and funerals.
- Demonstrating strong and consistent leadership and administration skills.
- Being energetic, outgoing, engaging, a spiritual guide and a mentor to all.

Ministering to the Community and Wider World

- Community engagement and leading the way for the church to be an ambassador of God's love.
- Visiting the hospitalized and the shut-ins.
- Participate in wider church activities such as conference meetings.
- Availability to wider community for funerals, weddings, special worship programs, and as a representative of the church to local organizations.
- Pastoral care, listening and referral.

Ministering to the Operation of the Church

- Leadership development by working with people in the church to create ministry and programs.
- Responsibility for supervision of staff.
- Strategic planning for current and new directions in ministry.
- Attend meetings and give leadership as needed to church programs, in collaboration with lay leadership.
- Study and prayer to increase faith and to improve skills to lead, teach, and preach better

Core Competencies:

- A pastor who will continue to improve Zion's mission of developing and supporting youth & young adult faith formation and ministries, as part of our desire to increase youth participation in all aspects of our church's life.
- A communicator who can prepare inspiring, relatable sermons & worship services that speak to the needs of our entire congregation.
- A leader who can nurture and continuously develop lay leadership within the walls of Zion and out into our community, encouraging all members to take an active role in the life of the Church.

COMPENSATION AND SUPPORT

Salary Basis: Fulltime base salary plus a housing allowance will total \$76,000 – 94,000 in accordance with the MN UCC 2025 compensation guidelines, the pastor's experience and Zion's Active Membership total.

Benefits: An additional \$36,000 has been budgeted for benefits. This total will be a negotiated balance of:

- ✓ Medical Insurance
- ✓ Dental Insurance
- ✓ Contributions to the Annuity Fund, an IRS 403(b) tax-sheltered annuity administered by The Pension Boards, United Church of Christ
- ✓ The UCC Life & Disability Insurance plan

Vacation: One week of paid vacation for every 3 months of service. Two additional paid weeks off per year, including Sundays, is expected for continuing education.

What is the expected living situation for your interim minister?

Zion does not own a parsonage, so the pastor will secure their own housing, preferably within the Le Sueur-Henderson school district or as close to Le Sueur as possible.

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

Our interim pastor will serve on a hybrid basis, keeping a minimum of 8 weekly office hours (two half-days in the office, on days they determine). Beyond office hours, we ask for timely availability by phone, text, or email for urgent pastoral needs and important church matters. The role also includes active involvement in scheduled church events and meetings as part of our shared ministry.

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

The Minnesota Conference of the UCC provides such support.

WHO IS GOD CALLING TO MINISTER WITH US?

Our church values fellowship and connection, and we feel called to expand these values by welcoming even more people into our community of faith. We believe God is inviting us to become more visible in Le Sueur and beyond, creating opportunities to share Christ's love and engage more deeply with our neighbors.

Our Hopes and Efforts

- **Community Presence:** Growing in visibility through fellowship, outreach, community service, and ecumenical opportunities.
- **Youth & Young Adults:** Engaging and supporting them as an integral part of our congregation and their faith journey.
- **Creative Christian Education:**
 - Continue to focus on our family oriented FuZion program.
 - Intergenerational meals before faith formation classes.
 - Combining different age groups to encourage older youth to mentor younger peers.
 - Grouping grades together to build stronger classroom discussion and participation.
- **Broadcast Ministry:** Continuing to share the Good News through our weekly radio broadcast, reaching across southern Minnesota.

Through these efforts, we seek to be a **vital church** in our community—sharing the gospel, living as the body of Christ, and encouraging the world around us with hope and faith.

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 Position Posting?
 - Zion Interim Search Committee Co-Chairs: Dan Braun, and Eileen Wells
2. Additional comments for interpreting the profile:

Signed: _____

Date: _____

VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

My signature below attests to the above item.

Signature: _____

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

Email: cindym@uccmn.org

Phone: 612/871-0359, ext. 4 (office) *preferred*

Date:

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.

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