

Name of Church
St Paul's UCC
Address
900 Summit Ave Saint Paul, MN 55105
Conference:
Minnesota
Association:
No Associations
Title
FT Associate Minister
Start Date
n/a
Description
just beginning the profile

Church Contact Information

(763) 439-3952 (Personal Cell)

cindym@uccmn.org (Email Address)

Listing Information

Web Presences

<https://www.spuconsummit.org>

Type: Professional

Additional Formal Ecumenical Affiliations

None

UCC Conference or Association Staff Contact Person

Name:

Cindy Mueller

Title:

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Summary Ministry Description

We seek an Associate Minister who will journey with us to sustain our growing church ministries as a mutual and sacred calling. Through nurturing leadership, challenging and vibrant programming, our Associate Minister will journey with members, hear their stories, and help all of us live more into God's Kin-dom.

Church pictures



What we value about living in our area.

The Twin Cities are known for being a large progressively-minded metro in the upper midwest comprised of many cities and beautiful parks and lakes. Much of the cities were built in the mid to late 1800s when the area was settled by German and Eastern European immigrants. Our church has strong ties to that history as you will read below. Remnants of these times are all around you in Saint Paul and Minneapolis and add to the charm and depth of history that is felt and treasured. We value the vibrancy of living in a large metro area that has the ties of community like a small town. Saint Paul regularly gets marks for being a very livable city, as cost of living is relatively low and public amenities are high.

Current size of membership

450

Average in person attendance

130

Does your church hold virtual worship services?

Yes

Choose platform type(s) and number for virtual worship.

Video Hosting Platform

On average, how many views are received per service?

20

Languages used in ministry

English

Position Title

FT Associate Minister

Position Duration

Settled

Compensation Level

Full Time

Does the total support package meet conference compensation guidelines?

Yes

Link to current Conference guidelines

<chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://www.uccmn.org/wp-content/uploads/2025/06/2025-2026-CompensationGuidelines-1.pdf>

Scope of Work

Some fields reference The Marks of Faithful and Effective Authorized Ministers of the United Church of Christ .

The United Church of Christ recognizes *The Marks of Faithful and Effective Authorized Ministers* in the formation of ministers, in the practice of active ministry, and throughout life. For the purposes of completing a denominational Profile, ministers are asked to spend some time with the *Marks*.

The Scope of Work developed by our church using the Call Agreement Workbook.

No response

3 core competencies that we imagine could be foundational in our next minister's relationship with the church.

First:

We seek an Associate Minister who is caring and empathetic. The Associate Minister will bring a reliable, calm, prayerful presence to the church's pastoral care. Pastoral care at St. Paul's includes visiting home bound members on a regular basis, being available to provide support to members in times of pain or grief, as well as overseeing some annual ways of connecting with our home bound members. We also believe that being relational is key to being caring and empathetic in the Associate Minister role. The Associate Minister will provide an extravagant welcome to visitors and new members. They can serve as the community go-between as new members build relationships and find ways to serve the church.

Second:

We seek an Associate Minister who is a skilled communicator. Interpersonal and public communication will be key to building relationships within the church and supporting the church's ministries. The Associate Minister will be a steady presence for various Faith Formation and Children Youth and Families (CYF) ministries. As the Associate Minister and key committees form visions and seek guidance from the Spirit, they will be thoughtful with communications and organizing event gatherings.

Third:

We seek an Associate Minister who is collaborative. We see our Associate Minister coming alongside the congregation to serve as a spiritual guide for our programs and ministries, and develop leaders for the future. We see the role of the Associate Minister and their partnership in ministry as a mutual and sacred calling. It's an incredible privilege and opportunity to have a second minister to lead us, nourish our ministries, and imagine what else might be possible.

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)	70000	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Housing Allowance	0	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Any Experiential Difference (Related to years of experience)	0	<input type="checkbox"/>	<input type="checkbox"/>
Salary Basis: 70000			
Pension/Annuity	9800	<input type="checkbox"/>	<input type="checkbox"/>
Social Security and Medicare Offset	5355	<input type="checkbox"/>	<input type="checkbox"/>
Medical/Dental Insurance	8716	<input type="checkbox"/>	<input type="checkbox"/>
Life Insurance	147	<input type="checkbox"/>	<input type="checkbox"/>
Disability Insurance	1130	<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.

Salary

- The salary range is 70,000-80,000.

Benefits:

- \$2,500 business expense budget. (yearly)
- \$2,500 annual professional development budget. (yearly)
- 50% coverage for Social Security Offset.
- A housing allowance at the minister's discretion.
- the top-level health care and dental provided with the Board Of Pensions with premiums covered at 100% by the employer.
- 14% pension contribution based on total salary basis.
- Annual Cost of Living Adjustment (COLA).
- We will also reimburse the cost of obtaining a current Criminal Background Check up to \$175.00

Time Away Benefits

- 4 weeks of vacation annually, including Sundays
- 12 days sick time per year, which can accrue up to 45 days.
- Up to 10 personal leave days per year
- 8 weeks paid parental leave
- 3 month sabbatical after 5 years of service.

The expected living situation for our next minister.

Living nearby with a housing allowance.

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

No response

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

No response

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.

There are three budgets that cover these areas: the Associate Minister Business Expense at \$2,500, Mileage Reimbursement at \$2,000, and an Annual Conference Meeting Registration Coverage budget.

MN Conference Support:

- *Four Thursdays* are offered in a hybrid format about faith formation.
- 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*
- Regional cluster meetings for clergy of area UCC congregations

Who Is God Calling to Minister with Us?

The ministry goals we envision our next minister collaborating with the congregation to achieve.

St. Paul's UCC is a vibrant and engaged congregation, rich in diversity of generations, faith backgrounds, races, ethnicities, gender identities, and sexual orientations – a community of people who have found a safe place to heal, transform, and continue to journey and grow.

First, we hope the next Associate Minister will sustain and nurture our growing Faith Formation ministries, and offer dynamic leadership with our Children, Youth, and Family Committee, as well as our Adult Faith Formation Committee. We imagine the Associate Minister will be a companion to young ones of diverse backgrounds in their faith, and will support trusted adults to be important teachers of faith. Our Adult Faith Formation is another ministry area growing with curious adults who are seeking opportunities to learn and be in conversation about scripture, theology, spiritual healing, and how our faith can activate and support us in a chaotic world.

Second, we are seeking an Associate Minister who will enliven our ministry in Belonging and Community, accompany the B&C committee, and inspire more opportunities for care among the community, including guidance for new members, fun annual events, and small group relationship-building.

Third, we desire an Associate Minister who will bring structure and reliability to our pastoral care, making sure the Lead Minister, staff, and congregation are aware of pastoral care needs, plugging in help where needed, visiting homebound members regularly, and developing ministries and practices of care that extend the church into peoples' real, and sometimes painful lives.

Fourth, we would like an Associate Minister who can offer a prophetic witness in preaching and leadership, be a willing worship collaborator, and an effective communicator. It's important that the Associate Minister brings seasoned, solid gifts for articulating faith and life in our sacred spaces, within our programming, internally on staff, and outside the doors of the church.

How our vision of the minister we are now seeking will assist the congregation in making an impact beyond its walls.

In the wake of so much upheaval in Minnesota, and the fresh, deep woundedness left behind, it's important that our next Associate Minister would courageously offer ministries of presence within our church to provide spaces of grief and healing, and offer a ministry of presence in the streets, with community partners, and in the halls of power.

We believe that by following the path of Christ, the Spirit accompanies us in and through both beautiful and tumultuous circumstances, and then compels us to take action inside our church and in the wider community. At St. Paul's UCC, our ministries are ripe – overflowing in anticipation – to blossom for the sake of all those who are yearning for faith and community.

Through Adult Faith Formation and Children, Youth, and Family Ministries, the Associate Minister will journey with members across the age span in their discernment and growth. We expect the Associate Minister to offer rich, probing, and tangible programming that offers intellectual rigor, critical thinking, knowledge of Christian and UCC history, social justice issues, and spiritual empowerment, so members can live out their faith in their daily lives.

For our Children and Youth, we hope the Associate Minister will engage them in ministries of social justice. Last summer, we launched a program called Summer Youth Impact Fridays, where youth came together on Fridays to work with non-profits on urban gardening and storm drain cleaning in the city. They took public transportation, ate at local restaurants, swam together and built strong relationships while learning about the needs of our community.

For our adults, we hope the Associate Minister will embrace our existing and robust Wednesday night Journey of Faith programming, and offer fresh eyes. There are so many resources in the Twin Cities to bring in speakers, expand learning offsite, use technology to share, and partner with other local churches.

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

Our community will thrive with an Associate Minister that has a foundational knowledge of cultural humility, including but not limited to: interrupting white supremacy culture, asking about and using correct gender pronouns, multilingual processing, immigration status, disability accommodations, eclectic faith practices, diverse family structures, and a particular awareness of communities who have been impacted by faith-based rejection and spiritual trauma.

Based on what we have learned about who our church is, who our church's neighbor is, and who God is calling the church to become, these are four areas of excellence from The Marks of Faithful & Effective Authorized Ministry that our next minister will display to further equip the congregation's ministry in these areas.

1. EXHIBITING A SPIRITUAL FOUNDATION AND ONGOING SPIRITUAL PRACTICE

We expect our Associate Minister to:

- Love God, follow Jesus Christ, be guided by the Holy Spirit, and live a life of discipleship.
- Be called to ordained ministry by God and the Church.
- Continue discernment of one's call in the community.
- Understand the power of the Holy Spirit at work through the elements of Christian worship to nurture faith.
- Exhibit a commitment to lifelong spiritual development and faithful personal stewardship.

2. ENGAGING SACRED STORIES AND TRADITIONS

We expect our Associate Minister to:

- Exhibit knowledge, understanding, and continuing study of the Hebrew scriptures and the New Testament.
- Demonstrate maturity in effective proclamation and preaching.
- Understand the history of the Christian Church, from biblical times forward.
- Bring life to sacred stories and traditions in worship, proclamation, and witness.
- Lead faith formation effectively across generations.

3. PARTICIPATING IN THEOLOGICAL PRAXIS

We expect our Associate Minister to:

- Practice theological reflection and engagement as part of one's sense of ministerial identity.
- Integrate theological reflection in teaching, preaching, and ecclesial and community leadership.
- Articulate a theology and practice of ministry consistent with the UCC Manual on Ministry.
- Demonstrate an appreciation for and participation in the ecumenical and interfaith partnerships of the UCC.
- Experience and appreciate a variety of theological perspectives.
- Embody the UCC Ministerial Code.

4. WORKING TOGETHER FOR JUSTICE AND MERCY

We expect our Associate Minister to:

Draw on the ministry of Jesus Christ to confront injustice and oppression.

- Practice the radical hospitality of God.
- Identify and work to overcome explicit and implicit bias in the life of the Church.
- Understand community context and navigating change with a community.
- Engage in mission and outreach.
- Build relationships of mutual trust and interdependence.

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.

St. Paul's UCC is a congregation that went through a revitalization, and, after two pastoral transitions in the midst of COVID has gone through another period of growth and change. With transitions, new ministers, shifts in leadership, and consistent growth, the church has rebuilt systems with inconsistent resources and a small staff who have struggled to keep up with expectations for programs and ministry. It's been an incredible and busy last five years.

St. Paul's UCC is an amazing community, in many regards, because of this recent history of defying the odds, and welcoming the most authentic, capable people. And, knowing this story is crucial to understanding where challenges and opportunities are leading us.

As we consider who we are becoming, and prepare to welcome a new Associate Minister, there are obvious ways we hope to grow and be more sustainable in the years to come. To break this down, we'll offer a few words and definitions to consider:

Aware

- Become a church aware of resources, stewardship and leadership needs, and the impact of money and participation on staffing and ministries.

Intentional

- Become a church that is intentional about what it says “yes” to, realizing that more is not necessarily better.

Engaged

- Become a church that goes beyond participation, and is engaged and invested in the sustainability of the community.

Relational

- Become a church that goes from a thriving group of new members to those who really know one another and are involved in each other's lives, over time.

Intersectional

- Become a church that shares a common language about justice issues and oppression, so we can faithfully encounter White Supremacy Culture and imagine a Kingdom beyond it.

Sustainable

- Become a church where staff and members settle in and thrive, while remaining flexible enough to offer extravagant welcome to all people who come and go.

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

The Ministry Board at St. Paul's UCC has engaged in a multi-year visioning process to determine:

- “who are we? what makes us, us?”
- “who are we becoming? what are the emerging needs?”
- “what do we hold on to? what is essential to our identity?”
- and, “what should we let go of in order to thrive?”

The results to those questions have been consistent.

- We're an authentic community, with great music, programming, ministry, and openness to all people and most initiatives.
- We're becoming a big church and it's a struggle to keep up with all the needs – a good problem! Particularly we are in need of stronger stewardship and congregational leadership.
- We want to hold on to our warm inclusiveness, and the smaller church feel that comes with really knowing one another.
- We may need to let go of some ministries that don't support the primary needs that need to be prioritized right now. Letting go is hard!

St. Paul's UCC is uniquely positioned in the heart of Saint Paul, near the Governor's Mansion and State Capital building, just south of the predominantly black Rondo Neighborhood, and on the north side of an affluent white community.

In the last five years, we have gone from being an Open and Affirming church that cares about the environment, offers financial support to community partners, and does some hands-on outreach as “mission,” to a congregation that is profoundly engaged in understanding itself as enmeshed in White Supremacy Culture, and desiring to transform those distorted values. We recently went through a two-year Land Acknowledgment process that included deep learning and commitments to our Indigenous siblings. And we're now working on a Beyond White Supremacy Task Force that is trying to bring greater awareness of White Institutional Values, as well as teaching alternative, expansive values. These initiatives inform our faith formation, worship, and financial commitments, shaping who we are becoming.

Congregation Reflections

We would describe our congregation's life of faith as...

St. Paul's UCC is a progressive, Open and Affirming, Creation Justice congregation journeying together to deepen our faith, seek justice for all, and share God's unconditional love with the world. We are committed to extravagant welcome, engaging worship, dynamic faith formation programming, and robust opportunities to serve the world. You'll find a warm church with progressive ideas and plenty of room to imagine who God is and who we are called to be in return. Our community seeks to be accessible to all.

What do we trust in?

- God is the source of life
- God calls us into ministry
- God's grace is a gift of unconditional love for all people
- Jesus invites us to follow him into the world
- The Holy Spirit lives within each one of us and empowers the community to strive for justice and peace
- We recognize and welcome all to Baptism and Communion, which are a tangible reflection of God's love, and the story of our faith
- The Bible is our source for interpreting the Word of God and is a foundation for our faith
- We are called to be servants of God that minister to and love all people
- As a UCC congregation, we covenant with each other and the wider church as guided by the Holy Spirit

Strengths or positive qualities of our congregation.**Diverse Membership**

SPUCC's membership straddles a diverse intersection of generations, family structures, educational backgrounds, sexual orientations, gender identities, and professional statuses. Our congregation is educated, passionate about social issues, and involved in the wider community. Many of our members grew up in non-UCC Christian denominations, and found the UCC through an exploration of progressive Christianity.

A Variety of Gifts

As aforementioned, although our church building is surrounded by much wealth and privilege, a majority of our members' vocations are related to social justice and caring professions across socioeconomic status. Our congregation is motivated to organize and live our faith. Bringing our Christian prophetic witness to networks outside the church walls is a priority.

Extravagant Welcome

Our extravagant welcome is felt when new folks visit. Our weekly offerings invite participation, including our friendship hour immediately following Sunday services, where church members serve food and attendees mingle. Birthdays are celebrated, the week's faith formation activities and events are advertised, and visitors are sought out to be known.

A growing edge for our congregation and what we plan to strengthen as a congregation

We recognize we always have work to do in living our mission and vision. Our growing edges are related to:

- 1) Expanding SPUCC's vision for how we can be a sanctuary/refuge for our diverse surrounding communities,
- 2) Sustainably supporting the church through increasing stewardship and participation.

Although our congregation is remarkably diverse, it is not necessarily representative of our surrounding neighborhood. A majority of SPUCC's members are white. Our community groups have committed to taking a critical look at how our church may reflect white culture; however, we know we need to continue to address the legacy of white supremacy to truly welcome our neighbors of color. The composition of our church has changed remarkably over the past 20 years. We are developing a sense of leadership and culture that supports day-to-day operations and plans for growing ministries. It is vital for us to utilize our congregation's time, talent, and treasure to support our mission. Our ministry board aims to communicate more about our financial needs and obligations and offer members more ways to financially contribute. We are also working to ensure that staff are not stretched too thin.

What worship is like when our congregation gathers.

Sunday Worship is held in our large sanctuary and begins with a welcome extended at the door by church members to those attending the service.

We begin with a land acknowledgement and a welcome to visitors and anyone joining the service via online live stream.

Music that may include soloists or choir section leaders, and quiet meditation with our singing bowl. Scripture and prayers are read by both adults and youth. During each Sunday service one of our ministers leads a "Time with Young Ones" with the children before they are invited to Sunday School.

We consider the sermon/message to be the cornerstone of the service. Our congregation desires a sermon that is challenging or thought-provoking, which not only touches directly on our everyday lives, but makes us reflect on issues and events that go beyond our personal lives and community.

After the sermon, more music, hymns, and prayers are shared before and after the offertory. Communion is offered the first Sunday of the month and at other special services.

After the final blessing, the postlude provides an opportunity for further reflection.

Following worship is Friendship Hour in the narthex to enjoy community with one another.

The educational program/faith formation vision of our church.**Our Sunday School ministry is organized by age group as follows:**

Explorers (Nursery), Adventurers (age 4- K), Trailblazers (grade 1-2), and Seekers (grades 3-5). Once a month we have Chapel Time for all the above ages.

Family Ministry

Our young ones are invited into a Milestones program that happens on certain days throughout the year. They learn alongside parents and faith companions in a one-day format, and then receive a pin and recognition during worship.

Youth Ministry (Grades 6-12)

The Youth Faith Formation programming offers recreational, service, educational, and relationship-building activities that nurture middle school and high school youth in shaping faith over a lifetime.

Youth Group for Middle and High School

Youth Group meets Twice per month on Sunday late afternoon for fun and relationship building. We offer a lock-in each spring, and a summer trip.

OWL

We offer the Our Whole Lives (OWL) Human Sexuality program every other year for 7th-8th graders.

Confirmation

On the years we do not have OWL, we offer Confirmation to 7th and 8th graders.

How our congregation is organized for ministry and mission.

In addition to our Lead & Associate Ministers, SPUCC employs a full time Communications and HR Coordinator, as well as **6 part-time staff**: a Church Administrator, Director of Music, Organist/Pianist, Youth Coordinator, Volunteer Coordinator, and Building Technician. SPUCC is governed by a Ministry Board made up of a 4-member executive team (Moderator, Vice-Moderator, Secretary, and Treasurer) and 5 members-at-large, elected to provide oversight, direction, and decision-making.

SPUCC also has 12 committees that manage core functions of the church and its mission. Each committee reports to the Ministry Board as needed, and is also supported by the Ministry Board as needed. **The Associate Minister serves as the staff liaison to Children, Youth, and Families, Adult Faith Formation, and Belonging & Community.**

Decision-making about ministry generally happens at the committee level. The Ministry Board handles larger, more strategic issues. The Committees are as follows:

1. Buildings & Grounds
2. Creation Justice
3. Children, Youth, & Families
4. Social Justice Outreach
5. Adult Faith Formation
6. Personnel
7. Finance
8. Stewardship
9. Endowment
10. Nominating
11. Belonging & Community
12. Spiritual Life

When it comes to decision-making, 16 hours are spent in meetings per month.

Is the pastor expected to attend all church meetings?

No

In times when action had to be taken quickly, for example when a crisis or disaster occurred. These were the key leaders in taking this action and this was accomplished by...

We can give two examples of times in the recent past where SPUCC had to act quickly—one due to an internal change of staff, and one due to an external community crisis.

In the past year, a key staff member needed to step away from congregational work due to health reasons. Initially, the staff person went part-time, and then needed to step away from their role entirely. The personnel committee and Ministry Board made it possible for the staff member to take the initial sabbatical, navigated communication with the larger congregation, and created an opportunity for public transition of their role. Key volunteers stepped up to support the ministries this person managed.

After the murder of Renee Good on January 7, 2026, SPUCC sprang into action to respond and support our communities who were grieving, terrified, and angry. Our Lead Minister offered a ministry of presence at the memorial site, partnered with local and national interfaith community action groups to respond, and sent a special newsletter to communicate about the situation. Our Social Justice & Outreach Committee sent out action alerts notifying interested church members how to be involved in local advocacy and support.

A copy of an organization structure, by laws and/or annual report to further explain the patterns of the church's activity and governance

- [2025-5-4 Annual Program Meeting Report.pdf](#)
- [2026-02-01 Annual Business Meeting Packet FINAL.docx.pdf](#)
- [lead minister annual report 2025.docx.pdf](#)
- [Partners in Ministry Wheel - without chairs \(includes staff\) 2_20_26.pdf](#)

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:	350
NUMBER OF ACTIVE NON-MEMBERS:	100
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	450

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of total participants who have been in the church:

TIME	PERCENTAGE
MORE THAN 10 YEARS:	30%
LESS THAN 10, MORE THAN 5 YEARS:	30%
LESS THAN 5 YEARS:	40%

ARE THESE NUMBERS ESTIMATES?

Yes

Number of total participants by age:

AGE	NUMBER
0-11	100
12-17	30
18-24	25
25-34	50
35-44	100
45-54	75
55-64	75
65-74	75
75+	50

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various household types:

HOUSEHOLD TYPE	PERCENTAGE
SINGLE ADULTS UNDER 35:	20%
HOUSEHOLDS WITH MINORS:	20%
SINGLE ADULTS AGE 35-65:	20%
JOINT HOUSEHOLDS WITH NO MINORS:	20%
SINGLE ADULTS OVER 65:	20%

ARE THESE NUMBERS ESTIMATES?

Yes

Education level of adult participants by percentage:

EDUCATION LEVEL	PERCENTAGE
HIGH SCHOOL:	15%
COLLEGE:	60%
GRADUATE SCHOOL:	20%
SPECIALTY TRAINING:	5%
OTHER EDUCATION LEVEL:0	0%

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various employment types:

EMPLOYMENT TYPE	PERCENTAGE
ADULTS WHO ARE EMPLOYED:	75%
ADULTS WHO ARE RETIRED:	22%
ADULTS WHO ARE NOT FULLY EMPLOYED:	3%

ARE THESE NUMBERS ESTIMATES?

Yes

The range of occupations of working adults in the congregation:

- We have eleven ordained clergy who are members, plus 5-10 others who have seminary education and work in ministry.
- We are a congregation of mostly working professionals in government, non-profit, teaching, social work, healthcare, creatives and activists.

The mix of ethnic heritages in our congregation, and the overall racial make-up.

We are a predominantly white congregation, with a growing community of color including Asian-Americans and African-Americans.

What diversity means in our context?

We would not refer to ourselves as diverse, as that would be disingenuous. We have a small growing community of color, and a robust queer community of all ages. The congregation is mostly urban-centered middle- to upper-middle class. Our youth ministry includes many children who identify as queer or nonbinary.

Has our congregation recently had a conversation about welcoming diversity, or do we plan to hold one on the near future

Yes

DATE COMPLETED:

Comment after the exercise:

We place a high value on extravagant welcome, social justice, and identifying white supremacy in our institution and beyond

Participation and Staffing

Participation and Planning of Gatherings

WAYS OF CHURCH GATHERING	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
Adult Groups or Classes (in person or online)	50	Lead Minister, Associate Minister and Adult Faith Formation Committee
Baptisms (number last year)	6	Lead Minister and Associate Minister
Children's Groups or Classes	50	Associate Minister and CYF Committee
Christmas Eve and Easter Worship	350	Lead Minister, Associate Minister, Director of Music, Spiritual Life Committee
Church-wide Meals	100	Associate Minister, Volunteer Coordinator, Belonging & Community Committee
Choirs and Music Groups	4	Director of Music
Church-based Bible Study	15	Lead Minister or Associate Minister
Communion (served how often?)	130	Lead Minister, Communion Preparers, Spiritual Life Committee organizes servers-once/month
Community Meals	90	Associate Minister, Volunteer Coordinator, Volunteers, Belonging & Community Committee
Confirmation (number confirmed last year)	6	Associate Minister & Adult Companion=biennial
Drama or Dance Program	150	Lead Minister or Associate Minister-done occasionally
Funerals (number last year)	6	Lead Minister & Associate Minister
Intergenerational Groups	200	Adult Faith Formation, Belonging & Community, Social Justice & Outreach, and Earthwise Creation Justice
Outdoor Worship	80	Lead Minister or Associate Minister-once per year at church camp
Prayer or Meditation Groups	50	Lead Minister & Spiritual Life -L:enten Mid-Week Worship
Public Advocacy Work	100	Lead Minister, Associate Minister, and Social Justice & Outreach
Retreats	3	Lead Minister or Associate Minister, and Children, Youth, & Family
Weddings (number last year)	1	Lead Minister or Associate Minister
Worship (digital / online / livestream)	150	Lead Minister or Associate Ministe
Youth Groups or Classes	30	Youth Group Coordinator, Children, Youth, & Family

Worship Times

WORSHIP (TIME SLOT):	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
10:30-11:30	150	Leads Minister plans 3 of 4 Sundays Associate Minister plans 1 of 4 Sundays Director of Music plans all

Additional comments:

In addition to the above-mentioned activity the church also conducts a Faith Formation series that meets one night a week throughout the year and includes a variety of formats covering the many elements of spiritual growth. We usually have from 20-30 attendees with the sessions led by a member of the Faith Formation committee. Through sharing a meal amidst a busy week, this serves as a respite and a chance to engage and delve deeper in a diverse array of topics. The series offers everything from intimate conversations to hearing from speakers and sharing in wisdom.

List of all members or regular participants in our congregation who are ordained or commissioned ministers, or who hold Lay Ministerial Standing. Additionally the names of Members in Discernment in our congregation.

NAME	THREE-WAY OR FOUR-WAY COVENANT	MINISTRY SETTING	TYPE OF MINISTRY ROLE	RETIRED
Rev Michael Hotz	none	Covenant Church	ordained	<input type="checkbox"/>
Rev. Michael Wasyluk	none	UCC	Hospice Chaplain	<input type="checkbox"/>
Rev. Kent Meyer	none	UCC	None	<input checked="" type="checkbox"/>
Rev. Deb Meyer	none	UCC	None	<input checked="" type="checkbox"/>
Rev. Wyatt Dagit	4	UCC	Hospital Chaplain	<input type="checkbox"/>
Rev. Liza Neal	4	UCC	Nursing Home Chaplain	<input type="checkbox"/>
Rev. Kelly Gallagher	4	UCC	Associate Conference Minister	<input type="checkbox"/>
Rev. Dr. Scott Jones	3	PCUSA	Serving PCUSA Church	<input type="checkbox"/>
Rev. Paul Seburg	none	UCC	None	<input checked="" type="checkbox"/>
ev. Dr. Hannah Ingram	4	UCC	College Chaplain	<input type="checkbox"/>
Rev. Eric Nelson	none	UCC	None	<input checked="" type="checkbox"/>
Sarah Golemon-Mercer,	none	UCC	Member in Discernment	<input type="checkbox"/>

Previous pastors or retired ministers who currently hold membership in the church and their role(s) in the life of the congregation:

None of our previous pastors hold membership in the church. We have four retired ministers who are members of the church and are active in our worship and programming. We have one minister, ordained in another denomination but has left parish ministry, and he is a member and our Moderator.

List of all current staff:

STAFF POSITION	HEAD OF STAFF	COMPENSATION	SUPERVISED BY	LENGTH OF TENURE FOR CURRENT PERSON IN THIS POSITION
Church Administrator	HR Coordinator	full	HR Coordinator	2 years
Communications & HR Coordinator	Lead Minister	full	Lead Minister	1 year
Building Technician	Church Administrator	part	Church Administrator	5 years
Director of Music	Lead Minister	part	Lead Minister	5 years
Organist/Pianist	Director of Music	part	Director of Music	1 year
Building & Boiler Assistant	Church Administrator	part	Church Administrator	5 years
Transitional Volunteer Coordinator	Lead Minister	part	Lead Minister	2 months
Housekeeper	Church Administrator	part	Church Administrator	5 years
Four Choir Section Leaders	Director of Music	part	Director of Music	5 years
Four Nursery Staff	Lead Minister	part	Lead Minister	5 years
Lead Minister	Lead Minister	full	Ministry Board	5 years

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

We have an active, vibrant, robust ministry with outstanding participation and engagement from members and visitors.

Church Finances

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	388157
Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)	107627
Fundraising Events	12785
Grants	1700
Rentals of Church Building	270410
Total	780679

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

776465

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](#)

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

33

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?

OCWM is in the operating budget. It has been a high priority and large gift for many years.

If calculated as a percentage of operating budget, this is the percentage?

3

Total amount of loan debt:

95000

Reason for debt:

Creation Care Loan for Insulation in Roof

Are capital and other payments current?

Yes

Capital Campaigns

Description of any building programs projected or underway.

No response

Pictures

Description of any capital campaigns in the last ten years:

YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
0		0	0	
0		0	0	

Description of any capital campaigns underway or anticipated:

YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
0		0	0	
0		0	0	

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

No response

Does your church have an endowment?

Yes

What is the market value of the assets?

2470000

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

Funds are drawn regularly

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

4.5% last year and 5% this year.

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

Endowment is drawn 4.5% on interest generated only not on principal.

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

There is no risk of this endowment closing

Please comment on the above calculations or estimates:

No response

Other Assets

2,133,000

Reserves (savings):

103000

Investments (other than endowment):

No response

Does the church have a parsonage?

No

Description of all buildings owned by the church:

One building, 42,000 square feet. Three quarters of a square block of property.

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

None.

Accessibility features of our building(s):

Exterior access such as ramps for wheelchair users or people requiring other mobility assistance
Accessible parking spaces
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
Wheelchair access in bathrooms
Sound system in sanctuary and other meeting places (fellowship hall, large meeting rooms, etc.)
Wheelchair areas in sanctuary (other than "front or back")

Which spaces are accessible to wheelchairs:

Everything on the first floor except four bathrooms.

Policies regarding financial practices of the church:

Volunteer Roles

Treasurer, Finance Committee, Financial Recorder (records stewardship income), Board of Endowment and Investment

Staff Roles

Lead Minister, Church Administrator, External Accounting Firm

Treasurer

- Responsible for the receipt and authorized disbursement of all monies and budgeting

- Chairs the Finance Committee, which monitors the financial position. It also creates, implements and supports sound financial policies and practices.

Board of Endowment and Investment

A Board of Endowment and Investment manages the funds.

Financial Recorder

Supports the work of the Stewardship Committee.

Reflection: After reviewing the church's finances and assets described above, what this information reflects about our congregation's mission and ministry:

Adapted from the Lead Minister's Annual Business Meeting Report in February 2026

My big picture thoughts are that we are a vibrant, thriving congregation, and when compared to every data point at UCC churches across the country, there are not many congregations who have our membership growth, engagement, worship attendance, faith formation programming, music ministry, social justice impact, pastoral staff size, breadth of ages, and emerging diversity. In almost every way, we are a church that has an abundant spirit, a curious heart, an adaptable posture, and an authentic way of being.

Historical Information

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

1) SPUC was a 2000 member German immigrant church with the "Evangelical and Reformed" tradition that was led by a Father-Son successive pastorate for 70 years, until 1969. While experiencing the end of this long-term family leadership, there were also race riots in Saint Paul, the Civil Rights Movement, white flight to the suburbs, and a culture that did not fully embrace its UCC identity after the E&R joined in 1957. This resulted in a steady decline in membership, and SPUC didn't have the financial resources similar to other Summit Avenue churches.

2) This steady decline, coupled with financial issues, created a moment of crisis and leadership transition in the early 2000s, which brought Reverend Norma Rae Hunt. She led the congregation through revitalization and helped the church embrace a progressive UCC identity.

Much compelling effort in the last 15 years have helped to transform us into a beacon of progressive Christian values, inclusivity, authenticity, and justice.

A specific change our church has managed in the recent past.

Some of that description is included in the previous question's answer, as well as in number 15. In addition, the church has changed the status of St. Paul's Childhood Center. In the past, SPCC was under the same 501c3 non-profit status of the church. This made SPCC entirely captive to the church, which gave the church direct control of the center, but also made it totally responsible for debts SPCC created through unilateral decisions by its directors. This situation also created a major administrative load for the Lead Minister. Six years ago, the church gave SPCC both more freedom and more fiscal responsibility, by creating a separate 501c3 and Member-Corporation status. This has benefited both church and SPCC.

Every church has conflict, some minor, some larger. "Where two or three are gathered, there will be disagreement....". These are our congregation's values and practices when it comes to conflict.

Our church has been very fortunate in never having suffered a schism of faith or finance, and the congregation tends to agree on most topics that are justice-oriented but have become political. Of course, people sometimes leave the congregation over issues that arise, but these types of departures have always been minor. When disagreements come up, they are discussed with support from Pastoral Relations Committees, the Personnel Committee, the Ministry Board, and the Congregation at Budget Forum, for instance. Recommendations can come from committees to the Ministry Board for consideration and resolution.

The most recent major conflict through which our church has navigated.

The church owns 2/3rd of a large parking lot on the south side of our property that has been the subject of many negotiations over the decades with a development company that owns commercial buildings adjacent to the lot. This company had been leasing space from us for their retail customers to use. It had been a substantial source of income for us and last year, negotiations were at an impasse with respect to renewing the lease. The church decided to hire a parking lot management firm to administer pay-to-park via Q-code to replace the income we had been receiving from the development company. Church members and Sunday morning visitors (licenses kept in a database) are free-to-park as long as they park on our property. Few people on both sides like this compromise, but it is the best of even worse choices. Gradually, church members, visitors, and businesses are getting used to the new system, and the church is benefitting from an increase in income.

Ministerial History:

Name: Rev. Wade (Senior Minister, 1989-2001) *Years of service:* 13

Name: Rev. Sue Hyndman (Associate Minister, 1990-1992) *Years of service:* 3

Name: Rev. Warren Webb (Christian Education Minister, 1993-1994) *Years of service:* 2

Name: Rev. JoBeth Marshall (Associate Minister, 1997-2005) *Years of service:* 9

Name: Rev. Dan Vanderploeg, Interim Senior Minister (2002-2003) *Years of service:* 2

Name: Rev. Matthew W. Noffke (Senior Minister, 2003-2007) *Years of service:* 5

Name: Rev. Norma Rae Hunt (Lead Minister, 2007-2019) *Years of service:* 12

Name: Rev. Clare Gromoll (Associate Minister, 2014-2021) *Years of service:* 7

Name: Rev. Eli'jah Carrol (Associate Minister, September 2021- September 2025) *Years of service:* 5

What our church has learned about itself and its relationship with people who provided ministerial leadership.

This is a complex and open-ended question, and we are constantly learning about what we value in our ministers – the learning itself is also open-ended. We place a high value on authenticity, relationship-building, progressive spiritual values, community leadership, and intellectual curiosity.

- We value ministers who are thought leaders and collaborators, and have proven that skill set in previous settings. St. Paul's UCC is at a point in its history where it needs an Associate Minister who can collaborate well with the Lead Minister, and provide a vision for the future.

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

Has a previous minister been a contributor to conflict following their tenure as pastor?

Yes

Community Vision

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

- Our members are strongly encouraged to carry their faith and the principles of their faith into their daily lives in their respective vocations, communities, and through outreach and advocacy that promotes social justice.
- St. Paul's United Church of Christ participates yearly in the CROP Hunger Walk, has assisted in building many Habitat for Humanity houses in the St. Paul area and has built a tiny home through Settled.

- SPUCC provides volunteers for Interfaith Action of Greater St. Paul, the Department of Indian Work Food Shelf, Planned Parenthood, Immigrant Law Center, Legal Aid, Urban Roots, the ECO Fair on Summit, Minnesota Multifaith Network, Wildflowers Preschool in MPLS, the City of St. Paul, and more.
- We have also advocated at the Whipple Building, the City of St. Paul, and the State Capital for ICE out of MN, the purchase of the largest Family Shelter in MN, Trans Rights, Affordable Housing, and an Assault Weapons Ban.

Our congregation's participation in meetings, relationships and activities connecting the wider United Church of Christ.

- Each year we send our three adults and one youth delegate to the MN Conference Annual meeting.
- Our congregation participates in the Board of Pensions, and has financial relationships with United Church Funds, and the Cornerstone Fund.
- Our former Associate Minister was a delegate to the General Synod.
- Our Lead Minister serves on the Personnel Committee of the MN Conference of the UCC, is involved in a monthly UCC clergy group, attends an annual conference of UCC clergy of larger churches, and has co-taught a class at United Seminary, as well as done fundraising for United Seminary.
- One church member serves on the Committee on Ministry of the MN Conference of the UCC.
- One Associate Conference Minister is a member of our congregation.
- We have eleven ministers in our congregation, five of whom have covenant relationships with us.
- We had a UCC seminary intern in the summer of 2025, who is now a Member in Discernment with us.

How our church engages with the community organizing movements in our community.

- We have a point person who is well connected to what social justice activity is going on in our surrounding communities and congregants are able to sign up to receive email alerts regarding activities and opportunities to become involved.
- Our Lead Minister serves on the board of Interfaith Action of Greater St. Paul.
- We have ongoing relationships with organizing partners like ISAIAH, Joint Religious Legislative Coalition, MN Interfaith Power and Light, Minnesota Multifaith Network, ECO Fair on Summit, the Transition Movement, Urban Roots, the Mississippi Watershed, the City of St. Paul, etc.

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.

Creation Justice.

Open and Affirming (ONA).

God is Still Speaking (GISS)

Other UCC designations:

What the above statement(s) mean(s) to our community. How our congregation plans to work toward the above statements of witness in the future.

- SPUCC went through a lengthy process to become a Creation Justice church, and we use the four dimensions of the CJC to inform other areas of ministry like the two-year initiative we undertook toward a Land Acknowledgment and its ongoing commitments.
- SPUCC became an Open and Affirming congregation over 25 years ago, but
 - recommitted to the work when the marriage amendment was coming before the Supreme Court in 2015 through open conversations,
 - began our OWL program around the same time,
 - and continues to offer and promote programming, worship, practices, advocacy, and connections to a broader movement through PRIDE participation, trans rights support, and having representation of our queer community in church leadership.
- SPUCC is a congregation strongly rooted in the "God is still speaking" movement and its historical significance within the Reformed Tradition, and the Social Gospel Era.

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

- Interfaith Action of Greater St. Paul – Lead Minister is on the Board
 - Department of Indian Work Food Shelf
 - Project Home
 - Opportunity St. Paul
- ECO Fair on Summit
- Minnesota Council of Churches Iftar Dinners
- Minnesota Multifaith Network Conferences
- ISAIAH Advocacy
- Minnesota Interfaith Power and Light
- Joint Religious Legislative Coalition

- Settled
- Growing Green Hearts

How our mission statement compares to the actual time spent engaging in different activities.

Rather than a mission statement, we have a vision statement - "Journeying together toward deeper faith, justice and love for all." This short vision statement truly encompasses what we are striving to be every day. We are a congregation who believes that we should not just talk about our faith, but we should live our faith by seeking justice and love for all. We also believe we are truly on a lifelong journey of faith, both as a congregation and individually. We try to live these ideals in the activities we pursue as a church, being present for our members and friends of the church, but also seeking justice and equity. While this is our vision statement, we realize we are still striving to meet this vision; the journey continues.

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

The scope of work is not limited to what is listed, because we hope the next Associate Minister will bring unique gifts.

Faith Formation

Will provide nurture, vision and guidance for all aspects of Faith Formation ministry, including the committees of Children, Youth and Family and Adult Faith Formation

Belonging and Community

Will creatively seek to gather members and friends in new ways, while supporting important annual events.

Leadership Development

Will empower, nurture, and equip members and friends for discipleship and ministry,

Pastoral Care

Will administrate pastoral care by tracking member needs and communicating those in appropriate ways.

Worship Leadership

Will offer a dynamic, caring presence in worship, with robust preaching and creative use of liturgy including preaching monthly and including children and youth in worship.

Communication

Will communicate in a broad number of ways to share programs and ministries.

The ARDA or MissionInsite Reflection

ARDA/MI File

[Download ARDA/MI File](#)

From looking at our congregation's The ARDA or MissionInsite report, these trends and opportunities are what stood out to us.

- The two-mile radius around SPUC is a dense and diverse area. The Religion Report demonstrates Roman Catholic churches are the predominant religious group neighbors, but there has been a growing Muslim population.
- 17.4% of our neighbors are near or below poverty.
- There is a higher percentage of non-families and single adults than the average, which reflects the proximity of colleges and universities.
- Racially, the area is predominantly white, with the largest non-white population being black. 11.6% of our neighbors were born outside the United States.

How our congregation's internal demographics compare or contrast to a) the neighborhoods adjacent to our church, and b) other neighborhoods with which our church connects.

Our church's internal demographics align as far as education level and type of work. Our congregation is whiter and has more family units rather than single adults. We have a higher than average number of married adults without children, mostly among the older adults in our LGBTQ community.

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

Our ministries are very much sympathetic to and supportive of the needs of many in our community, and we should always be on the lookout for new ways to minister with those who are marginalized or persecuted. We will never, ever support the needs of our entire community, and it is absurd to expect that... especially since our beliefs do not necessarily align with all of our community members. Perhaps a better way to say it is that we cannot and should not try to attract the entire community as members, but simply seek to become a community where all might feel welcome if they choose to come.

What we hear when we talk to community leaders and ask them what our church is known for.

Rev. Rachel Morey from Interfaith Action had this to say: "SPUCC is a well-regarded progressive Christian thought leader that operates with real skin in the game in Saint Paul. It is not necessarily seen as the most activist (fun fact: those tend to be smaller faith communities with fewer institutional obligations, so this isn't a dig at all - just a recognition of size and social location). This current moment aside (which has asked SO MUCH of our faith communities), SPUCC was already seen as someone "in the fight" - so already knee deep in social justice."

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

"This seems like a community that cares about social justice, so I got involved because I care about social justice." - Adam Check
"Sincerity. Authenticity. Earnestness. Progressive. Engaged/Responsive. Friendly. Sweet & Warm-Hearted"- Lisa Levoir (SPUCC Attributes)

References

Corrine Freeman Ellis

Completed: Saturday, Mar 7, 2026

I was a member and in a 3-way covenant with St. Paul's UCC from fall 2022-December 2023, currently serving as pastor at Peace UCC, Duluth

Primary Email Address: corinne@peaceucc.org

Personal Cell: 6309357041

Reference Response

Our family started attending St. Paul's UCC when I was between calls when my children were very young. St. Paul's provided our family a nurturing and welcoming environment - our son was baptized at St. Paul's and our daughter was active in children's ministry and faith formation (age 4-5). My experience with both pastoral and lay leadership at St. Paul's was a grounded and healthy system, with enthusiasm for experimentation and a relaxed approach to church.

There are deep gifts among congregation members and a great deal of growth and energy. This would be an ideal call for a pastor who likes to work collaboratively, has a relational approach to ministry, and shares St. Paul's passion for justice.

Rachel Morey

Completed: Monday, Mar 2, 2026

Director of Community and Interfaith Engagement for Interfaith Action of Greater Saint Paul

Primary Email Address: Rmorey@interfaithaction.org

Business: 651 661 9350

Reference Response

To whom it may concern:

Saint Paul's United Church of Christ (SPUCC) is a stalwart progressive thought-leader and change-making congregation in Saint Paul, Minnesota. In my capacity as the director of community and interfaith engagement for Interfaith Action (formerly the Saint Paul Area Council of Churches), I work with both clergy and laity from SPUCC across a number of projects, including but not limited to: school supplies collection and distribution, support for Indigenous concerns and programs, and housing for unsheltered families. One will find SPUCC leadership both in halls of government and in grassroots community action.

I would have no reservations recommending SPUCC to any qualified clergy candidate discerning a call. I am happy to provide any additional information using the contact information below.

Respectfully,
Rev. Rachel McIver Morey
rmorey@interfaithaction.org

Bruce Tyler

Completed: Tuesday, Mar 10, 2026

Active member seven years, moved away in 2021. Member or chair, Committees, Ministry Board, scripture reader, book study leader, choir, fellowship.

Primary Email Address: BruceRTyler@gmail.com

Personal Cell: 6513151573

Reference Response

St. Paul's UCC was a warmly embracing community when I could no longer in good conscience continue to worship in or support my former church and denomination. I admired its being an Open and Affirming and a Climate Justice congregation, acting for social justice, and its practice of Extravagant Hospitality. I valued the commitment to Christian Education for all, its delight in all types of music, its lively and heartfelt worship style, and the thought-provoking and challenging preaching by the ministers. I recommend this congregation to anyone looking for a church home who values these same ideals. I would only wish for a wider variety of cultures and ethnicities.

The Associate Minister would be at ease with people of wide educational and economic statuses, working with all ages, and cultivating their ability to preach to a diverse audience connecting the Gospel to everyday life.

Closing Prayer

How The Light Comes (abridged to fit character limit)

I cannot tell you how the light comes, but that it does. That it will. That it works its way into the deepest dark that enfolds you, though it may seem long ages in coming or arrive in a shape you did not foresee. And so may we this day turn ourselves toward it. May we lift our faces to let it find us. May we bend our bodies to follow the arc it makes. May we open and open more and open still to the blessed light that comes.

by Jan Richardson

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.

Ministry Board, Committee Chairs, Search Committee and Lead Minister.

2. Additional comments for interpreting the profile:

Thank you for learning more about us and we hope to speak with you soon!