

Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

INTRODUCING THE NEW LOCAL CHURCH PROFILE

Who
are
we

Who
is our
neighbor

Who is
God
calling us
to become

?

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

MINISTERIAL EXCELLENCE,
SUPPORT & AUTHORIZATION

**UNITED CHURCH
OF CHRIST**



UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

Belle Fourche and St. Onge UCC Yoke Parish
Belle Fourche, South Dakota

Full-time Settled Pastor

UCC South Dakota Conference, Black Hills Association

7.9.2020

LOCAL CHURCH PROFILE CONTENTS

- Position Posting
- Who Is God Calling Us To Become?
- Who Are We Now?
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- References ➤ Consent and Validation

*“God is able to provide you with every blessing, so that
having all sufficiency in all things at all times,
you may abound in every good work.”*

(2 Corinthians 9:8)

INSTRUCTIONS

The new Local Church Profile supports the calling and discernment of United Church of Christ congregations with their current or future pastoral leadership.

For many congregations, the interim time between ministers is an intentional season that is guided in part by the preparation of a Local Church Profile. Using the Profile, the church can discover its data and express its story for the reliable discernment of a search committee and the beginning of a new pastorate. Searching ministers will want to see this document in its entirety.

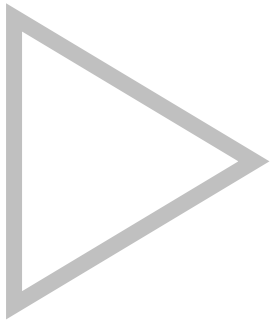
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – WHO ARE WE NOW, WHO IS OUR NEIGHBOR, and WHO IS GOD CALLING US TO BECOME – are meant to be updated every 3-5 years. Known together as the "Discovery Document," these three sections can be completed by a visioning group, a governing body, a transition team, or other group – not just the search committee – in order to draw forward the gifts and imaginative possibilities of a congregation. The church's engagement with the "Discovery Document" might not have the same sequence as the completed Local Church Profile that is read by candidates.

Some questions are easy to answer. Some are not so easy. Prompts are provided to stimulate narrative response if needed; these italicized prompts are merely examples from which to choose or to inspire your own. Efforts to answer the questions will prompt conversations and explorations and story-tellings and many prayers. As the Spirit moves throughout the process, congregations will shape a collective articulation of Christ's leading (WHO IS GOD CALLING US TO BECOME). This last question to be answered becomes the first section to be read by searching ministers in the Local Church Profile, and it is boldest and most actionable piece for faithful leadership into the future.

Your conference can provide materials referenced in the Local Church Profile, such as the 11 Year Report containing data as reported by your congregation annually to the UCC Data Hub, and MissionInsite reports containing demographic information on your community. More information on types of pastorate in the United Church of Christ can be found in the Call Agreement Workbook. Be sure to use the Call Agreement Workbook's Scope of Work to describe in this Local Church Profile the position being sought.

When it is time for ministerial search, the conference can counsel you on posting the Local Church Profile together with your public listing at UCC Ministry Opportunities (<http://oppsearch.ucc.org>).

The last page of the Local Church Profile contains a statement that parallels the consent statement signed by ministers in the UCC Ministerial Profile. In keeping with the covenantal relationship between a church and those it seeks to call, this statement encourages an open, honest exchange of information. On behalf of the United Church of Christ, and on the basis of the best knowledge available to them, your conference staff will validate your completed Local Church Profile when it is ready to be shared in relationship with prospective new leaders.



1. POSITION POSTING

- a. LISTING INFORMATION
- b. SCOPE OF WORK
- c. COMPENSATION & SUPPORT
- d. WHO IS GOD CALLING TO MINISTER WITH US?

1a. LISTING INFORMATION

Church name: Belle Fourche and St. Onge UCC Yoked Parish est. January 1987
Street address: 717 Jackson St, Belle Fourche South Dakota, 57717 Supplemental
web links: <https://www.bfsoucc.org/>
<https://www.facebook.com/bellefourcheucc/>

Additional ecumenical affiliations (*e.g. denominations, communions, fellowships*):
None

Conference: South Dakota

Association: Black Hills

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

Rev. Samantha Houser
Associate Conference Minister
samantha@ucctcm.org ucctcm.org
402-350-1714 (c)

Summary Ministry Description:

In a short paragraph, reflect on where your church is going and what it might look like when you get there. What do you need to get there? Who are you seeking to join you on this part of your church's faith journey?

This Parish embraces semi-traditional worship services; including hymns, choir, Sunday school, children's time, and welcoming all to share in the sacraments while hearing the word of our Lord. While we value our traditions and embrace our past, we acknowledge a need to look to the future and adopt more progressive approaches in hopes of growing our faith community.

Photographs:

Please reference our website: <https://www.bfsoucc.org/>

Please reference our Facebook Page: <https://www.facebook.com/bellefourcheucc/>

What we value about living in our area:

We value the western hospitality embraced by the natural beauty of the Black Hills. Our communities may be small in populations, but our compassion brings us all together for the greater good.

Current size of membership: Belle Fourche membership is 148. Saint Onge is 26.

Languages used in ministry: English only

Position Title: Full-time Settled Pastor for a Yoked Parish

Position Duration:

Settled – a called position intended for longer-term ministry in which the minister moves church membership to the congregation and moves standing to related association

Compensation Level: Full Time

Does the total support package meet conference compensation guidelines?

To the best of our abilities we work toward the conference guidelines.

1b. SCOPE OF WORK

Scope of work for full time PASTORAL POSITION (40-50 hours weekly / 10-12 units)

- **Preparation and leadership** of Sunday worship at both Belle Fourche and Saint Onge including scripture study, crafting of liturgy and bulletin, sermon preparation, guiding and sometimes finding lay liturgists, planning of music in coordination with musical staff or volunteers, preaching, offering of prayers, etc.

- **Faith formation and vitality**
 - ❖ Through prayer, Bible study, service, identifying helpful resources and opportunities and helping lay persons take advantage of them

- ❖ Weddings and funerals for participants in the worshipping community ❖
Counseling, listening and referral
- ❖ Visitation, as needed, to nursing homes, shut-ins and hospital stays
- **Leadership development and strategic planning for current and new directions in ministry**
 - ❖ Working with people in the church to create ministry and programs; including but not limited to the Search Committee and Christian Education Board.
 - ❖ Attend meetings and give leadership as requested, to church programs in collaboration with church and parish leadership
 - ❖ Participate in wider church activities such as conference and association meetings
 - ❖ Administration responsibilities (unless delegated) such as email, website, church supply purchasing, more
 - ❖ Monthly Pastoral Report to be submitted to the Diaconate, Trustees and Church Moderator.
 - ❖ Increase Social Footprint – This is the footprint that will be made to reach all members, including active, inactive or new. Including social media and print media as a form of outreach to wider public.
- **Faithful financial development** and stewardship
 - ❖ Availability to wider community for funerals, weddings, special worship programs, and as a representative of the church to local organizations
- **Energizing and deepening the spiritual connections and faith understandings of others in all they do**

Core Competencies:

Articulate Speaker – the ability to explain in laymen’s terms the complex passages in the Bible.

Engaging Leadership – the ability to motivate, inspire and intrigue the mind, body and soul of the youth, active, inactive and possible new members to realize and fulfill their spiritual needs.

Passionate Knowledge – the foundational biblical knowledge coupled with an empathic and compassionate approach to reach people on a personal level.

1c. COMPENSATION AND SUPPORT

Salary Basis:

Negotiable but limited to size of parish. We will work in negotiations to be fair and honest with market assessment and compensation. We use the conference pastoral agreements as a guideline to our own agreement.

Benefits:

Salary includes Optional Benefits

What is the expected living situation for your next minister:

Our minister would be expected to live within our community, which would be described as the Northern Black Hills. We do offer a housing allowance that is negotiated with the contract.

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

Commuting expectations would be to both congregational churches, area nursing homes, and the area hospitals. Mileage will be compensated on the IRS mileage chart rate.

State any incentives: Any incentives can and will be negotiated by the Trustees.

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

There is a local Belle Fourche Ministerial and the Black Hills Association within the South Dakota Conference with a shared staffing model with both the Iowa and Nebraska Conferences that allow many more opportunities for ministerial growth.

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

The Diaconate committee of the Belle Fourche Congregation covers all related pulpit supply for the Yoked Parish.

~~1d. WHO IS GOD CALLING TO MINISTER WITH US?~~

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

We need a ministry that increases energy that can be channeled to inactive members, youth members and potential new members. This ministry must also promote intellectual and spiritual stimulation to active members to guide their daily lives.

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

The minister is the community face and personality of the church. The minister needs to be willing to participate in community functions and events. Our church is currently recording services, during the time of no gatherings. We would like this broadcasting to continue as technological outreach that fosters spiritual fellowship beyond the walls of the church.

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

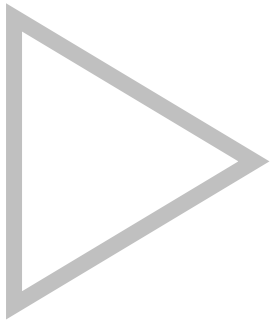
Our language requirements are only English.

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

Our minister will need to be an articulate and educated speaker who is equipped to relate the bible passages to multi-generational congregates.

Our minister will need to be relatable, caring, compassionate and understand the emotions and feelings of members around them.

Our minister will need to be energetic and outgoing. Our vision it that the minister will be the face of congregation in the community.



2. WHO IS GOD CALLING US TO BECOME?

“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.” (Matthew 22:37 NRSV)

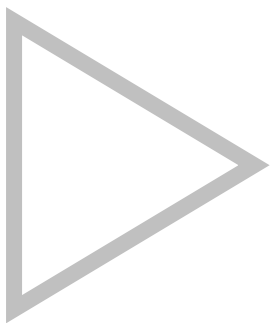
Who is God calling you to become as a congregation?

God is calling our congregation to become a Christian home for all ages, engaged in living and growing wisdom of biblical teachings that will inspire future generations. This encompasses moral and spiritual growth to strive for the betterment of society.

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

For example, describe two experiments your congregation has initiated or engaged in the past year, what were the results and where do you see your next steps? Has your church had a multi-year strategic plan or vision statement; if so, where do you see that plan/vision taking you?

Addressing the emerging challenges, such as the COVID-19 Pandemic, and opportunities, like social distance worship, has allowed our community and parish to embrace the technological advancements available to us. Worship services, bible studies and committee meetings have become available through online platforms along with available print media copies. At this time it is foreseeable future that this will continue.



3. WHO ARE WE NOW?

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

- a. CONGREGATIONAL REFLECTIONS
- b. 11-YEAR REPORT
- c. CONGREGATIONAL DEMOGRAPHICS
- d. PARTICIPATION AND STAFFING
- e. CHURCH FINANCES
- f. HISTORICAL INFORMATION

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation's life of faith.

Our congregation's roots go back over 120 years. Generations and families have come and gone, but the life of faith that our foundation is built upon could be described as traditional. Traditional in our congregation is a strength that denotes the emphasis on worship and fellowship. Faith and the teachings of our bible are traditional in every sense. Verses and the life lessons found in the chapters written by the early Christians are the basis for our faith. The primary focus of our mission is to offer sanctuary where all are welcome. We trust that the dedication of our membership will cross generational lines, and that the Holy Spirit will find us in prayer, worship, and service every day, seven days a week. We believe God is alive in each of us, and we need to be able to let God show us the way.

Describe several strengths or positive qualities of your congregation.

Our friendly, traditional small-town congregation gathers to worship on Sunday as friends and neighbors, despite being very diverse in political and social views as well as economic status. We know each other's families and share the same community values, thus being able to use God's teachings to sustain our church. Our strength as a church comes from caring about the wider community of faith across denominational lines, those we know as friends and neighbors. Smaller churches like ours, traditional yet open-minded, are particularly well suited to the task of ministering and sharing the faith with those people we interact with daily.

Describe what worship is like when your congregation gathers.

Our worship gatherings are in welcoming and beautiful sanctuaries that allow for meditation and spiritual guidance. The Saint Onge church, originally built by the members, provides historical perspective that offers the small country church setting. The Belle Fourche church represents cathedral style architecture, lined with high arches and adorned with stained glass windows.

Our services are founded in the Bible with messages that are relevant to these times. These traditional services follow a weekly bulletin in order for all to participate in call

and response, offering prayer, congregational prayer and singing of the Doxology and Benediction. The fundamentals of worship have not changed much over the years; however, our church is slowly embracing the gifts of technology. Most importantly, our membership comes together as friends, embracing and genuinely caring for one another.

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

For example, how are young people in leadership? How do people continue to form their faith over a lifetime? Name a topic studied or curriculum used recently; what was the impact of this study on those who attended?

Our educational program consists of a weekly Sunday School for Pre-school thru 6th grade, that is facilitated by the Christian Education Committee and Volunteers. Confirmation will be attended at the start of the 7th grade. Congregational members can continue in their faith journey through Bible Studies and Prayer Breakfasts.

Describe how your congregation is organized for ministry and mission.

Our congregation uses telephone trees, print in the form of a monthly newsletters and weekly Sunday bulletins, verbal announcements during worship services, and we are currently also using the age of technology with email, website, and other social media to communicate decisions and announcements.

Our decision process is based in our committees with the Church counsel forming the main body with equal representation across all boards. Major decisions are made within the Trustee and Diaconate boards of both congregations, which meet monthly. In the event of a crisis, a special meeting within any given committee can form within days. If the crisis does need the attention of the membership, proper notice is given.

Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church's activity and governance, [Yes].

~~3b. 11-YEAR REPORT~~

(add here the 11-Year Report developed with the help of your conference staff, UCC Data Hub, and MissionInsite)

The 11-Year Reports for both churches can be found on Pages 28 and 29.

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	BF: 149 SO: 21	No
Number of active non-members:	BF: 10 SO: 10	Yes
Total of church participants (sum of the numbers above):	BF:159 SO:31	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	75%	Yes
Less than 10, more than 5 years:	15%	Yes
Less than 5 years:	10%	Yes

Number of total participants by age:

0-15	16-18	19-34	35-44	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
10	4	9	5	25	18	30	Yes

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	1%	Yes
Households with minors:	18%	Yes
Single adults age 35-65:	1%	Yes
Joint households with no minors:	59%	Yes
Single adults over 65:	22%	Yes

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	23	Yes
College:	33	Yes
Graduate School:	9	Yes
Specialty Training:	NA	Yes
Other (please specify): Some Postsecondary	33	Yes

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	56%	Yes
Adults who are retired:	44%	Yes
Adults who are not fully employed:	NA	Yes

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

The range of occupations in our parish include essential and non-essential occupations. Business owners, students, clerical, tradespersons and professional are just a few ways members might describe their employment. The main source of industry in and around our parish is Agriculture, but we are right on the edge of other major industries including energy, both coal and oil.

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

Our parish mimics the demographics of our community with the majority being white. However, there is ethnic diversity within the communities: 5% being Hispanic/Latino, 2% bring Native American, 1% being African American and .8% being Asian. We understand that diversity is not just limited to race but other areas including family units, political beliefs, age ranges, occupation and level of education achieved. Although some of these populations are not currently represented we see that all are God’s children and all are welcome.

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

At this time, we have not had to put a plan in place, because we accept people for who they are. We are very welcoming and inclusive to all who come to worship in the house of the Lord.

~~3d. PARTICIPATION AND STAFFING~~

Complete the following chart. Please leave blank any fields that are not applicable to your congregation.

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? (<i>list any and all worship planners, such as various lay leaders, pastors, musicians, other staff</i>)
Adult Groups or Classes	10	Pastor
Baptisms (<i>number last year</i>)	1 - 2	Pastor and Family
Children's Groups or Classes	18	Christian Ed Board
Christmas Eve and Easter Worship	120	Pastor
Church-wide Meals	60	Diaconate/Congregation
Choirs and Music Groups	10	Choir Director (Volunteer)
Church-based Bible Study	10	Pastor
Communion (<i>served how often?</i>)	85	Diaconate/Communion Committee
Community Meals		
Confirmation (<i>number confirmed last year</i>)	3	Pastor
Drama or Dance Program		
Funerals (<i>number last year</i>)	6	Pastor and Family
Intergenerational Groups		
Outdoor Worship	25	Pastor/Diaconate
Prayer or Meditation Groups	4	Pastor/Established
Public Advocacy Work		
Retreats		
Theology or Bible Programs in the Community		
Weddings (<i>number last year</i>)	2	Pastor and Family
Worship (time slot: <u> 8:30 </u>)	20	St Onge Church

Worship (time slot: __10:00__)	60	Belle Fourche Church
Young Adult Groups or Classes		
Youth Groups or Classes		
Other: Cookies social before Church	8	Teresa Aspen Belle Fourche
Other: Cookie Sunday Belle Fourche	20	Belle Fourche Congregation
Other: Cookie Sunday St Onge	12	St. Onge Congregation

Additional comments:

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

Name	Three- or FourWay Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Kim Bachman	N/A	Member of Church	Pulpit Supply	N
Jean Helmer	N/A	Member of Church	Pulpit Supply	N

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

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staff person serves as head of staff.

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Designated Minister	Yes	Full Time	Counsel/Diaconate/ Trustees	<1 year
Office Secretary	No	Part Time	Counsel/Minister	25 years

REFLECTION

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

Our congregation’s ministry has been routine. While we have “foundational” members that help hold the church together, we understand the need to reach new members to sustain the well-being of the church. Our member numbers and population does reflect the community in some aspects, but there is always opportunity for growth.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$96,429.00 BF
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$0
Endowment Draw (<i>beyond what is permitted by spending policy, “drawing down the principal”</i>)	\$0
Fundraising Events	\$2698.00
Gifts Designated for a Specific Purpose	\$1709.00
Grants	\$0
Rentals of Church Building	\$0

Rentals of Church Parsonage	\$0
Support from Related Organizations (e.g. Women's Group)	\$0
Transfers from Special Accounts	\$0
Other (specify):	\$0
Other (specify):	\$0
TOTAL	\$100,836.00

Current annual expenses (dollars budgeted for most recent fiscal year): \$70,504.00 (2020 Budget)

See Attached Budget approval Belle Fourche

See Attached Budget approval St. Onge

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

Financials above are that allocated by the Belle Fourche Congregation. The ministerial support from the Belle Fourche Congregation is 52%, with 14% of the total ministerial support coming from the St. Onge Congregation.

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

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

Our Church's Wider Mission (OCWM – Basic Support)

One Great Hour of Sharing

Strengthen the Church

Neighbors in Need

Christmas Fund

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

OCWM is gathered as a special Offering

What is the church's current indebtedness? \$0 Total

amount of loan debt: \$0

Reason for debt: N/A

Are capital and other payments current? Yes, we have No Payments

If a building program is projected or underway, describe it, including the projected start/end date of the building project and the total project budget.

There are none currently.

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

Year(s)	Purpose	Goal	Result	Impact
17-18	Elevator Lift	\$20,000	\$20,000	Project Complete, No Debt Incurred.

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

Year(s)	Purpose	Goal	Result	Impact
		\$	\$	

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

To allow more accessibility to our church building and meet ADA requirements.

Does your church have an endowment? No

What is the market value of the assets? N/A

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

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

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

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

Please comment on the above calculations or estimates: N/A

Other Assets

Reserves (savings): \$0

Investments (other than endowment): \$142,000 BF

Does your church have a parsonage? No

Describe all buildings owned by the church:

The Belle Fourche and Saint Onge congregations own the sanctuary buildings in which services are held. Saint Onge owns adjoining land to the sanctuary.

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

None at this time.

Which spaces are accessible to wheelchairs?

Belle Fourche Congregation is wheelchair accessible, along with the recent installment of a lift for accessing the basement.

Saint Onge is ADA accessible with a ramp leading into the sanctuary.

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

For example, when was a time the church made a major budget change? How is the budgeting process done? What new ministry initiative has your church financed?

The church made a major budget change about 5 years ago with the selling of the parsonage, moving a budget line item to a house allowance. The budgeting process is done through the Board of Trustees with an annual approval of the congregations for both Belle Fourche and St. Onge.

Ministry initiatives are brought forth to the Board of Trustees for discussion and possible approval. Recent monetary mission is Delta Dental Bus that is annually funded.

3f. HISTORICAL INFORMATION

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

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

Our Parish has recently closed its sanctuary doors due to COVID-19. We have been working on reaching our members and others in the community, through social, video, and printed media. We are looking to continue to embrace and use this technology as we are able to once again open our sanctuary doors. This has been a tough time for all members as we are unable to embrace one another in Christian fellowship. Our congregations have been held together through this time because of outgoing leadership of members from both the St. Onge and Belle Fourche congregations, as well as our current Designated Pastor.

Every church has conflict, some minor, some larger. “Where two or three are gathered, there will be disagreement...” Describe your congregation’s values and practices when it comes to conflict.

Our Parish’s recent conflict saw our recent tenured pastor placed on fitness review. Due to the extent of the process, our parishioners were only granted limited information. The members rallied to support our pastor with the limited information that was given to them. We, as the search committee, feel the congregation learned that church is not only the four walls of the sanctuary but a bond with people that make up the living body of the church.

Our Parish is able to move on from this learning that some reviews and revisions need to be addressed. For one, our contract(s) with pastors and staff of the church should undergo timely reviews. Our congregations need to be looking for ways to better impact our members to achieve the level of Christian guidance they are striving for. This will help to ensure our Parish from becoming complacent and aid in growing our ministry.

Looking back at the conflict and the related emotions surrounding it, we have also discovered some protocol and reporting issues. The Church council that has equal representation of the members and committees, has already started to work through the constitution, by-laws and contracts. These written documents help keep the Parish grounded in times of turmoil.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Pastor Chuck Aurand (Designated)	<1	Yes
Pastor Del Neumiester	10	N
Pastor Jeri and Mitch Berringer (Interim)	1	Y
Pastor Harvey Griffith (Interim)	1	Unknown
Pastor Buck Malone	14	Unknown
Pastor Mary Ann Sheldon	<1	Unknown
Pastor Johnathan Riddle	<1	Unknown
Pastor Richard and Mary Keithen	7	Unknown

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

Our Parish has been very stable when it comes to full-time tenured pastors.

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

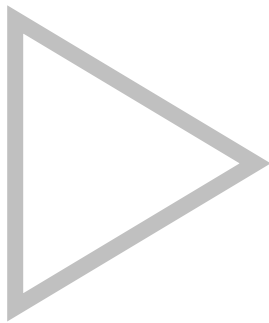
No

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?

Yes, the last standing pastor was subject to Fitness Review by the South Dakota Committee on Ministry. That pastor chose to revoke their standing instead of going through the recommendations laid out by the Committee on Ministry.



4. WHO IS OUR NEIGHBOR?

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

COMMUNITY VISION

b. MISSION InSite

4a. COMMUNITY VISION

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

For example, which service activities has your church participated in this past year? Where has the church participated in global connections of care and justice? What is currently transformational in your church's engagement with neighbors near or far?

The Belle Fourche Congregation hosted the World day of Prayer service for the Belle Fourche Community in 2020.

Both Congregations participate in the five special offerings.

Designated Mission funds help support the Delta Dental bus once a year in the Belle Fourche Community, to help assist community members with dental needs.

Compassion Cupboard is the local food pantry that has been providing upwards of 189 families with food and supplies to maintain family units. Contributions include time volunteered, financial support, and food and personal care items donated.

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

We send representation to Conference

Placerville Camp

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

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

Reflect on what the above statement(s) mean(s) to your community. Is your congregation interested in working toward any of the above statements of witness in the near future?

We feel our congregations are committed to the well-being of the community. With a population of around 5500 in Belle Fourche and 300 in St Onge, our ties to our neighbors are very close. We feel that our mission of spreading God's word and helping neighbors in need reflect on the mid-western atmosphere that has shaped both communities.

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

Our congregation participates in local ecumenical activities with opportunities to work more closely together. We gather to support other ecumenical groups with attendance at benefits and auctions they host.

If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities? Think of the range of activities from time spent gathering, to governance, to time spent going out.

At this time we do not have a mission statement.

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

Our minister will submit a monthly pastoral report to the Trustee and Diaconate committees for review. Should obligations not be met the review will go the church council for consideration and action.

4b. MISSION InSite

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

Our congregation has opportunities to attract members through new technologies and traditional values. Our Parish looks at opportunities in our communities that help spread the word of our Lord and doing the Lord's work. We are committed to growing yet determined to keep our values and traditions in the work and body of our faith and congregations.

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

The internal demographics of our church represent small-town America with all generations present. However, representation is higher in the elderly and retired population. Young families in our Parish are committed to the traditional services and teachings that are not represented in the newer churches establishing in the surrounding area.

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

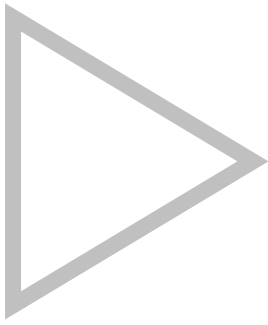
The demographics of the community shape our ministry to provide support to the populations at home or in assisted living. Our community is diverse in multiple areas that were discussed earlier in this profile. Our ministry goal is to encourage all to come worship finding the spirit of the Lord in their own way.

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

Our church is known for community involvement. Many of our members work in public service areas and volunteer within the community. Our church has been a cornerstone of the community for many years, as evident by the over 100 years for both congregations in their respected communities.

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

Our church is a very tight-knit family. This can be a good thing but also an area in which we as a Parish can improve. Our welcome is embracing, but it is difficult at times to move from comfort zones and get actively involved. When people are asked, most feel like serving our church family.



5. REFERENCES

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

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

REFERENCE 1

Nate Stephens

(605) 641-4643

nate.t.Stephens@gmail.com

Son of member

To Whom It May Concern:

I am writing as a reference for the United Church of Christ in Belle Fourche, SD. I grew up in the church, participating in Sunday School, church choir, various annual and recurring service needs in the church, and the larger community of the church. As an active young person in the church, the relative open-mindedness of the minister at the time and the strong sense of community were formative.

The church I grew up in prided itself on being a welcoming community. As a now 33-year-old gay man, I felt safe in the church grounded in a values- and spirituality-based church. I felt that wane a bit in recent years, with more rote dogma than I was comfortable with during my visits home, but I still felt that sense of welcome and warmth that I identified with the church growing up.

This church represents a big part of the inquisitive, open-hearted people in our community. I think the importance of that role can't be understated, and I think this ministry presents an incredible opportunity and legacy for someone hoping to invest in and help build on a strong foundation.

I still look forward to attending church with my parents and grandfather when I am home and cherish many of the friendships and lessons gained during my years regularly attending the church. My experience at the UCC in Belle Fourche set my own expectations for a church community that helped me find the perfect UU community for myself in Washington, DC.

I would be happy to answer any follow-up questions or provide any more detail that might be helpful. Don't hesitate to reach out at nate.t.stephens@gmail.com or 605-641-4643.

Best,

Nate Stephens

REFERENCE 2

Vic and Cherlynn Young

(605) 791-2236 Home

(605) 210-0485 Cherlynn

viccheryoung@gmail.com

Moved to Rapid City three or so years ago. Both were active on church committees such as diaconate, council, etc.

To whom it may concern

We became members at the Belle Fourche UCC approximately ten years ago after leaving the local Lutheran church.

We found the Congregational church to be so friendly and comfortable for us. The people accepted us readily and there was no adjustment for us at all.

Everyone in the congregation seemed to enjoy being involved in church activities. Therefore we also became involved joining the Diaconate and church council.

We loved the music and the beauty of the church. It just always seemed to have such a homey feel. It was also a treat to see younger people with kids coming to church.

We were sad about leaving “our” church, but we had decided to move to Rapid City for personal reasons. We still miss our church family.

Vic and Cherlynn Young

REFERENCE 3

Naomi Lermon

1025 16th St South, Saint Cloud, MN 56301

(307) 399-8793

naomi.lermon@gmail.com

Regular attendee that moved away with her family to Minnesota. Her kids were active in the Sunday School Program.

To whom it may concern:

Our family started attending the United Church of Christ in Belle Fourche, SD toward the end of 2016. We were not from the area, so we attended service at several other churches prior to selecting this church. We ultimately chose to attend service here because we were welcomed by all, and treated as members the moment we walked through the door. We also really appreciated the traditional feel of this church. Service here is about God, and lessons we can learn from the Bible. It was never about showmanship, and playing loud music.

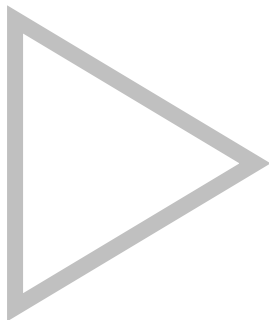
Our family no longer attends service here because we decided to move to Minnesota.

Finding a new church in MN has been difficult for us, as we were very happy with The UCC in Belle Fourche and the bar was set very high. In addition to missing our church, we also miss the wonderful and historic town of Belle Fourche. Living close to Black Hills National Forest was also a truly enjoyable experience that we will always remember and cherish.

Overall, we truly enjoyed our time attending church at the UCC in Belle Fourche. If you have any other questions please contact me by phone or email.

Sincerely,

Naomi N. Lermon



6. CLOSING THOUGHTS

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

6a. CLOSING PRAYER

Dear Lord, open our hearts and our minds to the minister you will provide to us. May we follow their leadership of spiritual guidance allowing us to further enhance your work. We ask that “Your Will Be Done”, through us as we continue down the path you have already traveled. Allow us to be your sheep, providing a minister that will not only be a shepherd but a sheep as well. A minister that embraces changes and challenges yet holds strong to traditions and values. We pray that you will give guidance to this person to pursue the best for the congregation as we move forward in our ministry.

In your name we pray...AMEN

6b. STATEMENT OF CONSENT

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

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

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile? (*for example, church council or consistory, transition team, etc.*)

Individuals that contributed included the Search Committee, which was a multigenerational group that reflected on both Parishes. This committee also used a congregational survey that was administered early in the process to help define the vision and purpose for moving the Parish forward.

2. Additional comments for interpreting the profile:

Signed:

Austin Bishop

Name / Title / Date:

Austin Bishop

Search Committee Chairman

7.9.2020

~~6c. VALIDATION BY CONFERENCE/ASSOCIATION~~

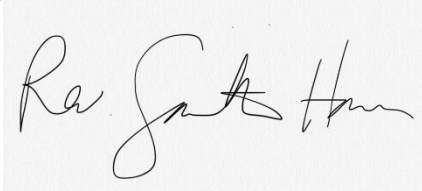
The congregation is currently in good standing with the association / conference named. Staff
Comment: Yes

To the best of my knowledge, ministerial history information is complete. Staff
Comment: Yes

To the best of my knowledge, available church financial information is presented thoroughly.
Staff Comment: Yes

My signature below attests to the above three items.

Signature:



Name / Title: Reverend Samantha Houser

Associate Conference Minister

Email:samantha@ucctcm.org

Phone: 402-350-1714

Date: 7/16/2020

**UNITED CHURCH
OF CHRIST**



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

UNITED CHURCH OF CHRIST
ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS



Church#: 720120

Assoc: 720 **Schedule:** 0 First Congregational UCC Belle Fourche SD 57717

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2009	168	85	14	7	0	6	14	20	-21
2010	163	70	4	5	0	0	1	9	-5
2011	164	70	6	0	1	6	4	2	1
2012	161	77	6	0	3	6	3	9	-3
2013	164	80	10	3	0	4	4	0	3
2014	165	79	5	0	0	4	3	0	1
2015	149	67	6	0	0	2	4	14	-16
2016	148	75	14	1	4	0	2	4	-1
2017	148	75	14	0	0	0	0	0	0
2018	148	75	14	0	0	0	0	0	0
2019	148	75	14	0	0	0	0	0	0

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2009	\$73,762	\$0	\$15	\$849	\$864	\$0	\$864	0.02	\$74,626	\$58,926
2010	\$79,351	\$0	\$127	\$1,106	\$1,233	\$0	\$1,233	0.16	\$80,584	\$63,618
2011	\$75,630	\$0	\$147	\$2,033	\$2,180	\$500	\$2,680	0.19	\$78,310	\$71,323
2012	\$75,630	\$0	\$420	\$1,032	\$1,452	\$0	\$1,452	0.56	\$77,082	\$75,620
2013	\$84,495	\$0	\$344	\$1,221	\$1,565	\$745	\$2,310	0.41	\$86,805	\$81,913
2014	\$84,495	\$0	\$165	\$1,526	\$1,691	\$0	\$1,691	0.20	\$86,186	\$0
2015	\$90,649	\$0	\$80	\$1,824	\$1,904	\$429	\$2,333	0.09	\$92,982	\$87,721
2016	\$104,636	\$0	\$65	\$1,999	\$2,064	\$2,400	\$4,464	0.06	\$109,100	\$78,007
2017	\$104,636	\$0	\$200	\$899	\$1,099	\$0	\$1,099	0.19	\$105,735	\$0
2018	\$104,636	\$0	\$60	\$1,233	\$1,293	\$0	\$1,293	0.06	\$105,929	\$0
2019	\$104,636	\$0	\$145	\$769	\$914	\$0	\$914	0.14	\$105,550	\$0

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2014-2019	-10.30	-5.06	180.00	-100.00	-100.00	23.84	-45.95	22.47
2009-2019	-11.90	-11.76	0.00	-100.00	-100.00	41.86	5.79	41.44

UNITED CHURCH OF CHRIST
ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS



Church#: 721220

Assoc: 720 Schedule: 0 United Church of Christ Saint Onge SD 57779

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2009	22	17	21	0	0	1	1	0	0
2010	22	19	21	1	0	0	0	1	0
2011	24	19	10	0	0	2	0	0	2
2012	23	19	5	0	1	1	1	2	-1
2013	23	16	2	0	0	2	2	0	0
2014	23	10	10	0	0	2	0	2	0
2015	24	16	12	0	0	2	1	0	1
2016	24	16	12	0	0	0	0	0	0
2017	24	16	12	0	0	0	0	0	0
2018	24	16	12	0	0	0	0	0	0
2019	24	16	12	0	0	0	0	0	0

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2009	\$10,760	\$0	\$600	\$323	\$923	\$50	\$973	5.58	\$11,733	\$13,055
2010	\$10,725	\$0	\$600	\$1,143	\$1,743	\$2,580	\$4,323	5.59	\$15,048	\$14,489
2011	\$11,351	\$0	\$600	\$1,428	\$2,028	\$0	\$2,028	5.29	\$13,379	\$15,743
2012	\$10,837	\$0	\$600	\$874	\$1,474	\$100	\$1,574	5.54	\$12,411	\$18,491
2013	\$18,218	\$0	\$600	\$2,367	\$2,967	\$860	\$3,827	3.29	\$22,045	\$15,706
2014	\$5,974	\$19,045	\$600	\$327	\$927	\$15	\$942	10.04	\$25,961	\$15,025
2015	\$21,516	\$0	\$600	\$1,496	\$2,096	\$290	\$2,386	2.79	\$23,902	\$18,099
2016	\$21,516	\$0	\$600	\$1,481	\$2,081	\$0	\$2,081	2.79	\$23,597	\$0
2017	\$21,516	\$0	\$600	\$365	\$965	\$0	\$965	2.79	\$22,481	\$0
2018	\$21,516	\$0	\$600	\$290	\$890	\$0	\$890	2.79	\$22,406	\$0
2019	\$21,516	\$0	\$600	\$233	\$833	\$0	\$833	2.79	\$22,349	\$0

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2014-2019	4.35	60.00	20.00	-100.00	-100.00	260.16	-10.14	-13.91
2009-2019	9.09	-5.88	-42.86	-100.00	-100.00	99.96	-9.75	90.48