

# United Church of Christ

## Local Church Profile for Churches Seeking New Leaders

### Local Church Statement of Consent

Date: 11/01/2020 Position to be filled: Pastor

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 a 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.



Signature of Search Committee Chairperson: *Rev. Theresa A Simpson-Rice*  
Date: *12/10/20*

Church Name: First Congregational United Church of Christ, 1400 Elliott Avenue N, Glencoe, MN 55336

Search Committee Chairperson or Contact Person

Jan Mackenthun, email: jan\_mackenthun@hotmail.com

16747 110<sup>th</sup> Street, Brownton, MN 55312

Phone: 320-296-5135, Church Fax: 320-864-3660

Church Website: <http://www.firstcongochurch.org/>

Facebook page: <https://www.facebook.com/FirstCongoGlencoe/>

Conference/Association Staff Person Assisting our Church:

Name: Rev. Sheresa Simpson-Rice

Address: 122 W Franklin Ave #323, Minneapolis, MN 55404

Telephone: 612-871-0359

Email: sheresar@uccmn.org

Fax:

Membership: (as reflected in the eleven-year UCC Statistical Report for our church; "est." indicates the figure is an estimate).

Membership Information:

	<b>Last Year</b>	<b>5 Years Ago</b>	<b>10 Years Ago</b>
A: # Church Members	139	274	338
B. Avg Attendance at Worship	61	88	97
C. Avg participation in Youth education	20	32	35
D. Avg Weekly Partici- pation in adult ed			
E. # Members who are Ordained clergy			

**Profile of Congregation**-estimate percentage of congregation. Each category should add up to 100%.

**Ages**

2% ages 0=5

9% ages 6-18

18% ages 19-34

19% ages 35-49

21% ages 50-64

16% ages 65-74

15% ages 75+

**Education Level**

>1% completed less than high school

30% high school graduates

31% some college or vocational school



27% college graduates

11% graduate school

#### **Family Units**

13% couples with children at home

44% couples without children at home

38% single

>1% single parent/children at home

#### **Occupation of Adults**

23% business

9% clerical

5% farmer/rancher

2% laborer/manufacturing

43% professional

0% student

**"So we, who are many, are one body in Christ..." Romans 12:5a**

#### **Describe the racial-ethnic makeup of your congregation:**

The make-up of our congregation is predominately Northern European Caucasian.

<b>Church Finances</b>			
<b>Total Church</b>	<b>Last Year</b>	<b>5 Years Ago</b>	<b>10 Years Ago</b>
<b>Income</b>	151,000	166,000	138,000
Members offerings			
And Pledges	103,000	105,458	110,000
Interest from			
Investment or			
Endowments			
Principal reduction			
(endowments or			
Investments)			
Rentals	5,000		
Special Fundraising			
Other	550		
Budget	148,600	Pledges 64,800	Actual Received 112,567 (2014)
Budget	121,100	Pledges 81,900	Actual Received 113,016 (2015)

<b>Total Operating Budget</b>	<b>Last Year</b>	<b>5 Years Ago</b>	<b>10 Years Ago</b>
	151,000	131,000	138,000
Our Church's Wider Mission Basic Support	6,350	3,780	7,000
Our Church's Wider Mission Special Support	4,230	2,750	5,540
Other Gifts		777	2,500
Current local Expenses Annual Capital Payments Other Debt	126,000	122,000	126,400

If the church has conducted an annual stewardship campaign, list the results for the past two years.

**Identify UCC special offerings the church receives throughout the year and the amounts from last year:**

One Great Hour of Sharing	\$285.00
Neighbors in Need	\$350.00
Christmas Fund	\$288.00
Strengthen the Church	\$220.00
Basic Support for Our Church's Wider Mission	

### **Mission**

Beyond your contributions through the UCC, name the most significant local or global missions/ministries/agencies that were financially supported by your local church last year and the amount of the support.

<b>Name</b>	<b>Amount</b>
Food Shelf	1,815.00
Common Cup Ministries	110.00
McLeod County Christmas Fund	44.00

**What mission project has excited your church the most in the past three years? Why?**

The Annual youth mission trips. Because the kids are excited, it excited the adults and older members, and when the kids are fundraising, they bring in so much energy and it is contagious.

### **Indebtedness**

Total amount of outstanding mortgages/capital debt: \$0

Total amount of other debt: \$0

Are payments current? N/A \_\_\_yes\_\_\_no

**"God is able to  
Provide you with every blessing  
in abundance."  
II Cor. 9:8a**



**Capital Campaigns:**

If the church has had capital campaigns in the last ten years, note the Goals and the results:

Goal: \$35,251.82 to pay for remodeling office and west sidewalk

Result: \$23,900.08 (funds were moved from another account to cover the difference of \$11,351.74, but we are still trying to raise money at this time).

**What projects were undertaken because of your capital campaign?**

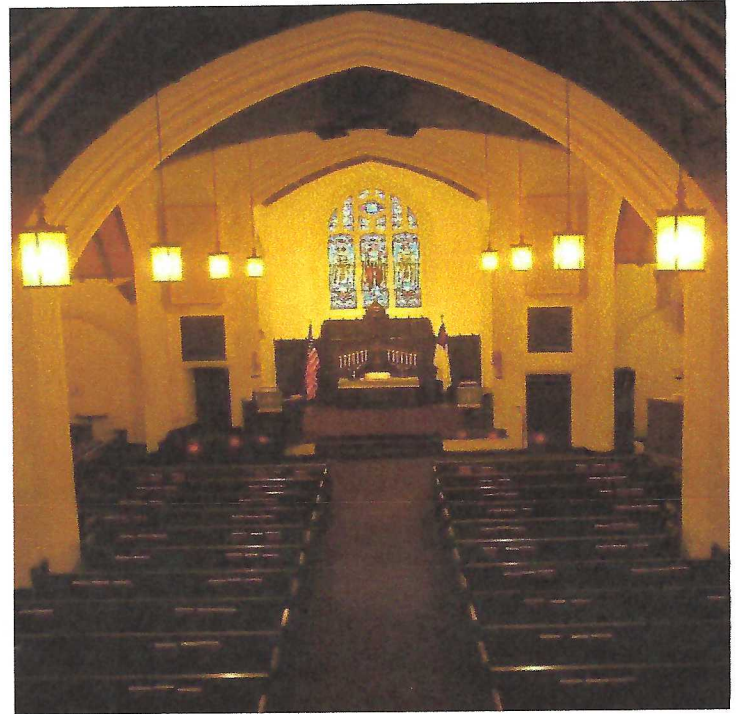
Remodeling of the church office and new sidewalks on east side of church.

**Was there a mission or outreach component to the campaign?** \_\_\_\_yes\_\_\_\_no

**Assets held by the Church:**

- a. Reserves (savings)/Investments: \$709,000
- b. Endowments: \$24,750
- c. Describe buildings and property of your church except the parsonage, if applicable:

First Congregational Church of Glencoe is a stately, architectural delight, modeled after a church in Sussex, England. The cornerstone was laid in June 1931, just before the Great Depression, and was completed in 1948 with the installation of 14 stained glass (painted) windows. Upon entering the nave, you are surrounded by plaster walls, vaulted and timbered ceilings, complete with a balcony, padded walnut pews, choir loft, grand piano and a digitally-based Rogers 3 manual organ (2001). Our sanctuary has been described as "our own little cathedral" with its unique interior architecture. The sanctuary is laid out in the shape of the cross, with a large stained-glass window at each of the four ends of the cross. One of the four large windows is positioned over the altar. It is a part of the worshippers' central view with panels depicting Jesus and angels. The other large windows represent the Resurrection, the Nativity, and Christ healing the blind. Other stained-glass windows represent the Apostles and the Beatitudes.



The Christian Education Building was erected in 1961, providing over 4,700 sqft for classrooms. In 1986 the 'link building' was constructed to connect the two buildings and proved ADA accessibility with the addition of an elevator. Our most recent upgrade has been in our kitchen and was completed in September 2009. New floors were replaced in the kitchen and surrounding food areas. Walls were repainted, new cabinets installed, ceiling tiles replaced in the kitchen and Fellowship Hall, as well as additional lighting and electrical upgrades made to the kitchen area. Women's Fellowship donated the money to complete this work, with the Trustees paid for electrical work and some lighting.

Still calling us to worship every Sunday is the very same bell that has called worshippers since 1870. This bell has rung in each of the three church buildings that have been used for worship by this congregation.

- d. Is the church building (including sanctuary and offices) handicap accessible?  
 a. Yes ☐ No ☐ Partially ☒ (specify)

The South entrance to our church has elevator accessibility to all floors and most rooms in the church and Christian Education wing. While the Pastor and Secretary's offices are not accessible, special spaces such as the Link and Gathering rooms are available for personal visits.

Is the pulpit handicap accessible? Yes ☐ No ☒

- e. If the church owns a parsonage, describe it: N/A

**14. If your conference has compensation guidelines, do you follow them?**

☐ yes ☒ yes for some items but not all ☐ no

Does the church consider this position to be full time or part time?

☒ Full Time ☒ Part Time (specify) We would entertain options for both full and part time pastors.



### 15. Salary History

To provide a profile of salaries for the position you are seeking to fill, indicate salaries at the beginning and ending of the ministers' tenures. *Do not include interim positions.* If a parsonage is provided, insert the letter "P" in the space provided. *Provide information for the last three leaders or the last ten years.*

Start Date				End Date			
Year	Salary	Housing	Pars.	Year	Salary	Housing	Pars.
1999	25,200			2007	28,000	15,000	
2009	40,000	0		2010	39,583	5,838	
2011	39000	13,992		2012	39,000	14,000	

### 16. During the above period, has your church ever failed to fulfill its financial obligations to the pastor?

\_\_\_\_yes \_\_\_\_x\_\_\_\_no if yes, please comment:

### 17. Salary, Benefits and Expenses Offered:

#### a. Cash salary offered:

Salary offered in accordance with conference guidelines. There is also an allowance for housing.

#### b. Housing: \$\_\_\_\_(see letter a)\_\_\_\_\_

\_\_\_\_Housing allowance only \_\_\_\_\_Parsonage Only \_\_\_\_\_Either would be considered

#### c. Customary Benefits:

\_\_x\_\_ Vacation: 1 week for every three months served (flexible scheduling/terms negotiable)

\_\_\_\_ Maternity/Paternity Leave

\_\_x\_\_ UCC Retirement Annuity (14% of salary and housing)

\_\_x\_\_ UCC Life and Disability Insurance Benefits

\_\_x\_\_ UCC Health Benefits (\_\_\_\_other dental benefits)

\_\_x\_\_ Social Security/Medicare Offset

\_\_x\_\_ Continuing Education Funds (as requested and approved by Deacons)

\_\_x\_\_ Continuing Education Time

\_\_\_\_ Sabbatical Leave

\_\_\_\_ Other benefits (please specify)

#### d. Ministry Expenses

\_\_x\_\_ Travel Reimbursement

\_\_x\_\_ Meeting Expense Reimbursement (as requested and approved)

\_\_\_\_ Books and Periodicals

### Community Characteristics

### 18. Population

a. Population of total city or town in which your church is located: Glencoe's population was 5,502 as of 2017. (98% urban, 2% rural) (males – 47%, females 53%) (Median age – 38.8) (Median income-\$67,825)  
March 2019 cost of living index: Glencoe -77.7% which is low.

b. Describe the population by racial-ethnic category and identify the source of the information.

As per the 2010 census, the racial make-up of the community is 93.25% White/Caucasian, 0.17% African American, 0.28% Native American, 0.57% Asian, 5.17% other races and 0.44% 2 or more races. Ethnicity: 12.97% of the population is Hispanic/Latino of any race.



## 19. Economic Factors

Identify major sources of employment/income in your community:

Glencoe is the county seat of McLeod County and is an agricultural area producing corn, beans, sugar beets, hay and livestock, as well as vegetables for a local canning plant (Seneca).

Major employers include:

Glencoe Regional Health Services	550 employees	<a href="http://www.hrhsonline.org">http://www.hrhsonline.org</a>
McLeod County	350 employees	<a href="http://www.co.mcleod.mn.us">www.co.mcleod.mn.us</a>
Glencoe-Silver Lake School District	205 employees	<a href="http://www.gsl.k12.mn.us">www.gsl.k12.mn.us</a>

Other employers in the area include Seneca Foods – 126 employees; Starkey Labs – 163 employees; Miller Manufacturing – 164 employees; Coborn's Grocery – 145 employees; Miromatrix – 144 employees.

## 20. General Description

a. Describe three distinctive attributes of your community:

*Location, Location, Location!* Glencoe is conveniently located 45 minutes from Minneapolis, one hour from MSP International Airport, one hour from both St. Cloud and Mankato, and minutes away from a hospital, grocery stores and schools. 15 minutes West of Glencoe lies Hutchinson and the familiar big box stores like Walmart, Target, Marshalls, and Menards, as well as a mall. Quaint small towns nestled in verdant green fields surround our close-knit community.

Glencoe has residents who care about their families and neighbors and talk about what is happening at school, in local sports and at their individual churches. There are philanthropic organizations and many hobby clubs. Residents know each other, visit those in long-term care and attend the neighbor kid's concert, even if he is only seven. We say, "yes I can" more than "no I won't". We are what is good when people talk about 'Small-town' living.

Outdoor amenities in Glencoe provide activities for young and old to enjoy a healthy, active lifestyle. Glencoe has several neighborhood parks, one of which has unparalleled recreational and sporting opportunities. Oak Leaf Park offers a nine-hole Frisbee gold course, softball and baseball fields, soccer, basketball and volleyball, a fishing dock, walking trails, a wildlife sanctuary, picnicking and playground facilities, shelters for rent a state of the art zero-depth entry pool, lap pool and open green space. There is a country Club with a driving range and an 18-hole golf course as well as a BMX racing track. There are snowmobile trails maintained by a local organization for winter recreation and the Panther Field House offers year-round exercise and sports activities including swimming, a walking track, weight and equipment, exercise classes and more. The City Parks Department maintains sledding hills and a skating rink with warming house during the winter. There is also an airport with hangars for avid aviators. Learn more about what makes Glencoe a great place to live and work by visiting <http://www.glencoechamber.com>

b. Identify major trends you envision in your community during the next five years:

**Population Growth.** We anticipate growth due to improved highways, lower costs of living than the metro areas, and people's desire to live and raise their families in a smaller and safer environment.

**New Construction.** Housing construction, a new central county office and garage facility and expansion in the industrial parks keep Glencoe growing.

c. List three or four problem areas confronting your community that members feel your church should address:

1. Hunger is a perennial problem, which has been magnified by our current economic downturn due to Covid-19.
2. Faith Development and low participation in churches is changing the character and values within families and the community.

**d. Indicate Mission Activities...**

1. in which the church participates as part of its mission in the community:

First Congregational UCC participates in the McLeod County Emergency Food Shelf, Common Cup (an ecumenical ministry that provides diapers, formula and more to parents in need and emergency funds for fuel and other necessities, assistance for people who don't qualify for governmental programs), the annual back-to-school supply drive, the annual coat drive, Gideons International and more. Help is also given to the McLeod County Christmas Project (gifts for needy families) offers a free Community Thanksgiving Meal, with a free-will donation received and given to the McLeod County Emergency Food Shelf, and Youth Mission Trips.

2. in which the church expects their pastor to participate:

Our pastor, along with lay leadership, can determine his/her level of participation in these and other activities, from promoting them as service opportunities, to serving food and washing dishes. We need our pastoral leaders to recognize mission activities and relate them to Christian living on a regular basis, in worship and as role models.

**e. Describe how your church building is now being used by the greater community:**

Our church has been used by a nonprofit, parent-cooperative preschool, AA, TOPS, music programs and can be reserved by special request.

**f. Indicate the number of school districts from which members of your church are drawn:**

\_\_\_\_\_one\_\_\_\_\_two\_\_\_\_x\_ three or more

## Congregational Life

**21. Identify major trends you envision in your church in the next five years:**

(Add \*\*\* if the information came from a survey of the congregation).

\*\*\* Increase membership and spiritual growth

\*\*\* Add variety and interest to the Sunday Service

\*\*\* Increase Stewardship Participation

\*\*\* Continue the Summertime youth mission trips (youth went on their first mission trip in 2016).

\*\*\* Continue to upgrade technology in order to continue providing Facebook Live Worship availability.

**22. Planning**

**a.** All churches plan. How would you characterize the way planning is done in your church?

Planning takes place within organized committees that specialize in specific areas of the church, (i.e. Women's Fellowship, Trustees, Deacons, Christian Education, Music and Media, Buildings and Grounds, etc.) while ideas are often shared in social settings (coffee hour, visiting before and after church, in Sunday School and work projects).

**b.** What expectations do you have of the person you are seeking, in relation to the planning that takes place?

We would like our pastor to keep the congregation informed of faith development programs, new activities, and other spiritual growth opportunities. He/She should provide updates from the conference and be prepared to help in research and planning.

**c.** When is the last time your church undertook a period of discernment and long-range planning in an intentional way?

We are anxious to begin the undertaking with new leadership as it relates to overall budgeting.

**d.** Does your church have any plans to undertake a period of intentional, long-range planning in the future?

Yes, see letter c. above.

**23. Reflections on Congregational Life** (Comment on the following with what you believe to be the generally held responses of the congregation).



a. Identify the most important faith experiences or events in the history of your church and the year each took place.

<u>Event</u>	<u>Year</u>
Annual Youth Mission Trips	2016-2019 (2020 cancelled due to Covid-19)
Annual Community Thanksgiving Meal	1991-2019 (2020 offered as take-out only)
Meals delivered during onset of Covid-19	2020
Sunday School Transition to Virtual	2020

b. Identify the most challenging faith experience or event in the life of your church in the last three years and what the church learned from it:

The most challenging faith experience that happened this year was finding a new pastoral team and then having to shut down the church due to Covid-10. It was difficult for our pastors because they were unable to meet and socialize with church members and it was frustrating to the members after not having a settled pastor for several years, combined with not having the right technology to launch into Facebook Live right away. We persevered and now have both virtual and in-person church services every Sunday. We learned that when you work together for a common goal, nothing is impossible, especially with God on our side.

c. What is God calling your church to do/become over the next few years?

God is calling us to 'Catch Fire' by truly becoming Glencoe's community church, which is welcoming to all ages and circumstances, embracing different opinions, and helping all spiritually. We hope to support long-time members while encouraging membership of new, young families. We want to combine tradition and technology in our services.

d. Describe how the church expects the person you are seeking to help your church reach these goals:

We expect our new pastor to be an outgoing, spiritually rounded, and dynamic leader who is skillful in seeking ways to lead our church to increased membership and strengthened programs. We believe this can be accomplished through meaningful sermons, community life participation by an emotionally healthy and caring person.

e. Choose the statement that most accurately describes the theological/faith stance of your church:

(You may check more than one)

☐ We tend to be theologically conservative

☒ We tend to be theologically moderate to conservative

☒ We tend to be theologically moderate

☐ We tend to be theologically moderate to liberal

☐ We tend to be theologically more liberal

Comments: Known as "Glencoe's Community Church", the congregation has historically reached out to others. We are a moderately liberal and tolerant congregation, located in a community that is theologically conservative.



**f. Describe the educational program of your church:**

The Pastor(s) and the Board of Christian Education annually review the educational program. The Board of Christian Education provides the congregation with quality programs to promote spiritual growth and build a closer relationship with our Lord. This is primarily done through Sunday School, Vacation Bible School, teen mission trips and Confirmation Programs. Musicals, plays, skits, caroling and other activities are included in the programs. Confirmation activities have included volunteering for Kids Against Hunger, working at the Community Thanksgiving Dinner, Mission Trips, attending contemporary worship services and more. Adult Bible Study groups have been occasionally led by both inspired church members and pastors.

**1. Identify the curriculum used in your church school and the person or committee responsible for the selection of the curriculum:**

Curriculum is selected by the Board of Christian Education in consultation with the Pastor and has frequently been ordered through Gospel Light. The primary educational program opportunities include ages three through confirmation age.

**2. Indicate resources used for Confirmation and the person or committee responsible for the selection of these resources:**

The Pastor, in consultation with the Board of Christian Education has used a wide variety of resources.

**3. Are there educational opportunities for all ages?**

At this time, we offer mission trips for our confirmands and post confirmands, as well as congregation members that may opt to go as chaperones. An Adult Bible Study is offered weekly as well.

**4. Does your church have a written 'Safe Church Policy'?**

\_\_\_\_\_ Yes \_\_\_\_\_ x \_\_\_\_\_ No (If no, has a group worked on this issue in the past? What was the outcome?)

We do not have an official Safe Church Policy as described by the UCC. However, we do require criminal background checks for all adults working with the youth in our church.

**g. Describe how the church expects the person you are seeking to participate in the congregation's educational programs:**

We are expecting our pastor to be supportive of educational programs, give input in the decision-making process on curriculum and participate in programs as requested. As the spiritual leader, the pastor would lead the confirmation program, with assistance from the Board of Christian Education, parents, and mentors.

**h. Describe how programs or ministries of your church are evaluated:**

Evaluation and comment forms are distributed to Sunday school teachers, mentors, and confirmands to gather their input. This feedback is used as when choosing the next year's programs and curriculum.

**i. Describe the strengths or positive qualities of your church:**

Members of our congregation overwhelmingly identify each other as being caring, friendly and welcoming. We have hard working and dedicated volunteers who, together, lead church members in a variety of activities and programs. We are an established church which features a beautiful sanctuary, an exceptional educational wing and a place where fellowship and open communication and spirituality are comfortably shared. We seek to live out our Christian values and beliefs.

**24.** Indicate major boards, committees, small groups, and organizations that are a part of your church; the frequency of meetings; and expectations for leadership.

For leadership role use: 1 = (pastor takes primary initiative and responsibility)

2 = (pastor and laity share responsibility)

3 = (laity take primary initiative and responsibility)

4 = (the pastor's presence is expected/requested periodically)

<b>Board/Committee</b>	<b>Purpose</b>	<b># Members</b>	<b>Frequency</b>	<b>Leadership</b>
Trustees	Financial responsibility For the building & staff	5	monthly	2, 3
<b>Deacons</b>	<b>In charge of duties of Worship service and Membership</b>	<b>11</b>	<b>monthly</b>	<b>2, 3</b>
Christian Education	Oversees youth Christian Education and confirmation	4	monthly	3, 4
<b>Deaconesses</b>	<b>Visit shut-ins, help with Communion at church and At long-term care facility</b>	<b>10</b>	<b>quarterly</b>	<b>3</b>
Stewardship	Operate the annual Pledge Campaign	6	as needed	3
<b>Pastoral Relations</b>	<b>Liaison Group between Pastor and church members</b>	<b>5</b>	<b>quarterly</b>	<b>3, 4</b>
Women's Fellowship	The executive board over- sees events and programs Sponsored by the women Of the church, including Fundraising, funeral meals And refreshments	8	as needed during Covid-19	4
<b>Altar Committee (merged w/ Deaconesses)</b>	<b>Caring for and changing altar Cloths and flowers</b>	<b>1</b>	<b>as needed</b>	<b>3</b>
Benevolence/ Memorial Committee	Oversees charitable contributions	5	annually	3
<b>Audit Committee</b>	<b>Audits church finances</b>	<b>2</b>	<b>annually</b>	<b>2</b>
Technology Committee	Oversees technology uses within the church	2	as needed	3
<b>McLeod Emergency Food Shelf</b>	<b>Plans food campaigns and transports</b>	<b>2</b>	<b>as needed</b>	<b>3</b>



## 25. Conflict

Most churches experience conflict at various times. Characterize your church's experience with conflict given the following possibilities. Indicate the extent to which each statement describes your church:

**C = closely describes**

**S = somewhat describes**

**N = Not at all describes**

- S as a church, we respect and listen to each other and work things through without generating divisiveness
- S as a church, we try to respect and listen to each other, but it is not uncommon for differences of opinion to be a problem and for some people to choose sides
- S some have left our church because of conflict
- S conflict hurts our sense of unity, but we tend not to talk about it
- S painful experiences with conflict have been present, but it has been worked through, and we have learned from the experience
- S we have had some painful experiences with conflict, and they linger in our background
- S open conflict is present, and we need a minister who can help us deal with it and with each other
- Specify: In recent years we have experienced conflicts with our ministerial leadership and each other. Through these times, we have continued to maintain our stability, resolving the conflicts, and continuing to move forward.

## 26. Worship

- a. Describe the weekly worship schedule (number of services, times, languages in which the services are conducted, frequency with which communion is included, special emphasis on healing services, contemporary worship, etc.)

One traditional service is held weekly in English. The Service of Communion is held usually the first Sunday of the month. Rebroadcast of the service is available on the local radio station, cable television and shown once weekly at long term care.

- b. Are your worship services or church gatherings sign language interpreted?

\_\_\_ Yes x No

Are there particular ministries with persons with developmental disabilities or mental illness? If No, comment: They have been integrated into existing programs.

- c. Identify how worship is planned on a regular basis in your church

\_\_\_ by a worship committee

x by the pastor

\_\_\_ by the pastor in consultation with the church musician

\_\_\_ other, specify

- d. Describe the style and content of preaching valued by your congregation:

The congregation prefers the pastor to preach from scripture while including modern applications. We like the pastor to make eye contact with us, toss in a bit of humor and show his/her human side. Sermons that draw you in and keep your interest are greatly appreciated. Opportunities to show members the context within which Bible stories took place and how the feelings, emotions and struggles are the same as some of today's dilemmas.



e. Describe the role in worship of the person your area seeking:

Our leader plans and implements the worship services including scriptures, hymns, and the message to be given, generally following the lectionary. The pastor is a role model of open communication, friendship, and hospitality to all worshippers by greeting them and making them feel welcome. He/she is creative and able to incorporate local events and concerns into sermon texts and prayers as they occur. Our leader should exude the joy and hope of the Lord for all people and creation.

f. What hymnal(s) are currently used by your congregation in worship?

Hymns of Truth and Light

g. Have you considered using another hymnal?

Hymns of Truth and Light is the new hymnal purchased in 2016.

h. Churches have a variety of practices related to the use of Inclusive Language in worship services. (Some churches have made the decision not to change any language in worship, while others are intentionally inclusive in their references to people, avoiding words such as 'mankind'. Some avoid exclusively male references for God and seek to include male and female images as well as a variety of metaphors. Other churches exercise care in the words of the liturgy but still utilize 'traditional' hymns). How important is this issue to your church?

As a moderately conservative congregation, our church exercises care in the words of the liturgy while still utilizing traditional hymns.

### Wider Church Connections

#### 27. United Church of Christ

a. Association, conference, or other denominational programs and activities in which church members participate:

Church camps, confirmation retreats, conference sponsored youth gatherings, hosted clergy cluster groups

Do you send delegates to association and conference meetings?

Regularly \_\_\_\_\_ Occasionally ☒ Never \_\_\_\_\_

Have members of your church ever served as delegates or visitors to General Synod?

Yes \_\_\_\_\_ No ☒ Not Sure \_\_\_\_\_

b. Association, conference, or other denominational settings in which your church expects the leader you are now seeking to participate:

According to the interests of the minister in consultation with the Deacons.

c. Choose the word that best described how lay leaders of your church consciously identify with the United Church of Christ:

Closely ☒ Moderately \_\_\_\_\_ Nominally \_\_\_\_\_ Other \_\_\_\_\_

Comment: We've supported the United Church of Christ funding campaign called Five for Five.

## 28. Ecumenical and Interfaith Activities

- a. Describe ways your church participated in ecumenical and interfaith activities during the past 3 years: Pastoral Pulpit Exchange, Good Friday Cross Walk, Lenten Service Sharing with neighboring UCC Churches, World Day of Prayer, Community Thanksgiving Meal (shared expenses and sponsorship).
- b. Describe how your church expects the leader you are now seeking to participate in Ecumenical and Interfaith activities:

The pastor should be a member in the local ministerial association, participate in Long Term Care church service rotation and the "Pastor's Corner" section of the local newspaper.

## 29. Relationship with Prior Leaders

- a. Characterize your church's experience with pastoral leaders over the past 15 years.

(You may check more than one response):

☒ In general, our lay leaders have a history of strong, cooperative relationships with the church's pastoral leadership.

☒ even though there were good times, we have had some rocky moments, but we have worked through them and relationships with former pastoral leaders have grown in both significant and important ways.

☐ Other. Specify:

Comment: Our congregation has historically enjoyed strong relationships with our pastoral leadership. With our two most recent settled pastors however, this was only initially true. As time went on during each of their tenures, it became increasingly clear that the congregation's expectations of the pastor's leadership and the pastor's understanding of the expectations of the congregation did not line up and that it was best to part ways. Today, as we look forward to calling our next pastor, we want to develop a transparent relationship with the expectations of both sides clear to all as we face the challenges of growing in faith and walking in partnership with one another.

- b. Indicate the tenure of the last three installed persons who filled the position you are seeking to fill. Do not include interims:

<u>Name</u>	<u>From</u>	<u>To</u>
1. Rev. Linzy Collins Jr.	2008	2015
2. Rev. Penny Entringer	2000	2008
3. Revs. Ron and Dorothy Francy	1997	1998

- c. If a previous pastor or pastor emeritus/a is currently a member of the church, describe his or her involvement in the life of the congregation: N/A

- d. In addition to financial support, describe how your church supported the most recent person to hold the position you are now seeking to fill: The Pastor received support through the Pastoral Relations Committee.



**e. Involuntary Terminations:**

Have any of the last three persons serving in the position you are seeking to fill left involuntarily or under pressure?

☒ yes ☐ no: If 'yes', respond to the following:

Choose all the issues that may have contributed to the involuntary termination.

*You may check more than one or indicate 'not applicable'.*

☒ conflict of personalities in the church

☒ inadequate performance

☒ pastoral style inappropriate for this church

☒ ethical issues or issues of fitness for ministry

☐ financial stressors

☐ other. Specify:

Indicate, if you can, which of the following best describes the congregation's behavior toward that person prior to her or his leaving: *You may check more than one.*

☒ civil ☒ kind ☒ compassionate ☒ supportive ☒ harsh ☒ indifferent

Describe what your church has learned from the experience about itself and its relationship with persons who provided ministerial leadership:

We have learned that we need to be clearer about who **we** are as a congregation, our desires as a community church, and what we need in a pastor. We have also learned that communication is our greatest tool and that different points of view can co-exist in a Congregational church.

**30. Does the church have a Pastoral Relations Committee?** ☒ yes ☐ no

If yes, describe its purpose, functions and how often they meet:

The purpose of the Pastoral Relations Committee is to act as a liaison between the Pastor and congregation in matters of concern. There are four members; two of whom are appointed by the pastor. They meet four times per year or more often if needed or requested.

**31. Is there a periodic assessment/evaluation of the nature of the work and of the performance of that work for the position you are seeking to fill?** ☒ yes ☐ no

Describe it:

The Pastoral Relations Committee performs an evaluation, which is given to the Board of Trustees.

Is the periodic ministerial evaluation coordinated with a regular assessment of the overall ministry of the congregation?

No, not currently.

### 32. Leadership Expectations

We asked each church member to place an 'x' beside the 12 items which they felt were the most important aspects of ministry for our church. Although all the qualities are important, please mark those 12 which you feel need priority currently. Do not rank the items. **Our church needs a person who . . .**

☒ Is an effective preacher/speaker

☐ Helps people work together in solving problems

☐ Is effective in planning and leading worship

☒ Is a helpful counselor and ministers effectively to people in crisis situations

☒ Calls on people in hospitals & nursing homes and those confined to their homes

☐ Is effective in working with children/youth

☒ Builds a sense of fellowship among the people with whom he/she works

☒ Is an effective administrator

☒ Has a strong commitment to the church's educational ministry

☒ Works at bringing new members into the church

☐ Reaches out to inactive members

☐ Works in the development of stewardship growth

☐ Is skilled in planning and leading meetings

☒ Is skilled in organizing and leading programs

☒ Encourages people to relate their faith to their daily lives

☒ Is accepting of people with different views

☐ Is stable, mature, and emotionally secure

☐ Maintains confidentiality

☒ Is a compassionate and caring person

☒ Deals effectively with conflict



**33. Does your governing body or your search committee have a well-defined policy against discrimination?**

\_\_\_\_\_Yes ☒ No

**34. Has your congregation participated in an ONA (Open and Affirming) study/discernment process?**

\_\_\_\_\_Yes ☒ No

Comment: We are aware of the diversity of thought and opinion about this matter among our members. While we have chosen in the past not to open the process of study/discernment on ONA, we are seeking supportive leadership which will enable us to confirm our welcoming and inclusive stance and help us to further explore the best and fullest expression of our commitments in our setting.

**35. Is there a position description of the pastor's role and responsibilities?**

\_\_\_\_\_Yes ☒ No If 'Yes', please attach a copy.

**36. List the titles of other paid staff positions for whom this person provides supervision and indicate whether these positions are full-time or part-time.**

Title: Office Manager ☒ Part-time \_\_\_\_\_ Full-time

**37. Name three people who have agreed to serve as references. Make sure they are not member of your church, but know your church well enough to be helpful to a final candidate seeking more information about your church, e.g., conference staff, person in community, neighboring pastor:**

<u>Name</u>	<u>Telephone</u>	<u>Relationship to your Church</u>
Rev. Michael Fritz	612-481-2891	Former Interim Pastor
Rev. Dr. Casey Baggott	772-559-3287	Current Interim Co-Pastor
Rev. Dr. Robert Baggott	772-559-3287	Current Interim Co-Pastor

**38. What groups of individuals in your church have contributed to, reviewed, and/or approved this profile for circulation?**

Member of the Church Council, all committees and boards, small groups and the general membership participated in information gathering through the All Church Survey. Also, Boards, Committees and Small Group questionnaires, and the Local Church Profile draft meeting held at the church.

## Statement on Leadership in Ministry

**A ship in the harbor is safe, but that is not what ships were built for.**

**John Augustus Shedd, "Salt from My Attic"**

### Personal Qualities

The First Congregational United Church of Christ, Glencoe, MN is seeking a strong, faith-filled leader who can speak and act confidently, based on a strong foundation of theology and is comfortable assuming the roles and responsibilities of clergy. Our Pastor needs to challenge us to creatively seek out the unchurched, the uncommitted and the prodigals among us to reinvigorate the congregation and to spread the Good News of Jesus Christ, and demonstrate Christ's love, service, forgiveness and grace in the world. Our vision of fresh leadership calls for a person living their faith with the ability to relate Biblical teachings to contemporary life and inspire faith development and faith in action within the church. Ordained or licensed candidates will also be considered to fill this vital role.

### Pastoral Leadership Style

Our pastor will need to lead by example as well as by teaching, inspiring members to reach out in faith and service to those in need and each other. The pastor will need to be able to inspire, support and nurture members to use their existing gifts and talents in service to the church for the church's organizational structure to work effectively in the community and the wider world. We are looking to engage capable people in our congregation who have not yet been invited to contribute their talents. We need a pastor who is confident in his/her own talents and won't shy away from being an out-in-front leader while at the same time has skills in recognizing the talents of others and honoring those gifts by occasionally leading from behind the scenes. We will rely on our pastor to be a leader in the community by being a voice for the church's response to social issues.

### Who We Are

Our congregation is a very welcoming group and has historically provided a church home for people with rather diverse Christian backgrounds. We are fairly well-known in the community as a church where marriages, baptisms and funerals will be conducted even if a person is not a member. While it is an aging body, we also have young, committed families.

### Congregational Leadership

First Congregational UCC has a core of hard-working committed lay leaders who keep the boards, committees, music, and educational ministries of the church in operation. We need to expand this leadership team however, and our pastor need to be someone who can recognize talents in church members and encourage their participation.



### **Our Sunday Services**

Sunday morning worship services are the main focus of our congregational life. Members and friends come to participate in a well-planned, thought-provoking and inspiring worship service. Pre-Covid-19, Fellowship, coffee, snacks, and conversation were shared after worship while Sunday school was in session. We would like to see more variety in our weekly services. Our pastor provides the primary leadership for planning and conducting worship, but there is a wealth of talent ready to be tapped.

### **Christian Education**

Christian Education Board members have involved youth in mini-dramas, puppet ministry and children's messages. Sunday school staff and the pastor work cooperatively to plan meaningful worship and work to involve the children on a regular basis. Christian Education and Faith Development for all ages has been and needs to be, a priority. Bible studies and adult forums are encouraged. Youth mission trips are an annual highlight as well. Both the pastor and confirmation leader took our youth on their first mission trip in the Summer of 2016 and continue to offer and work toward these opportunities.

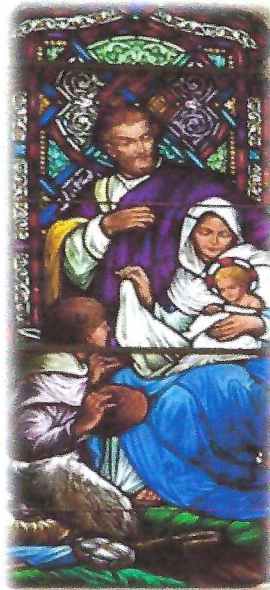
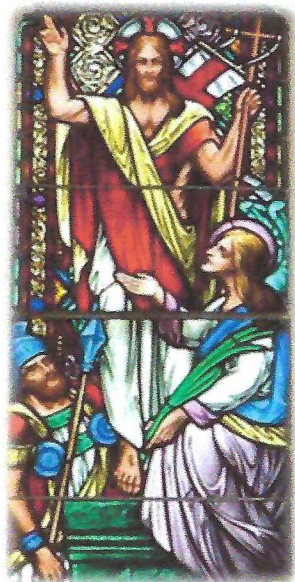
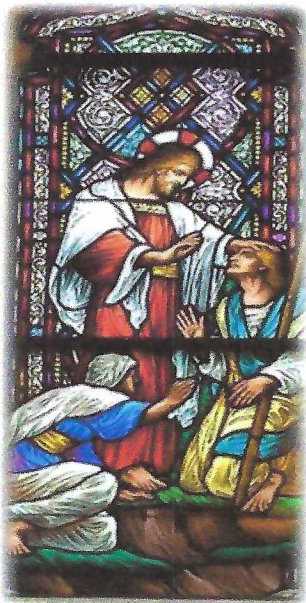
### **Building Membership**

A Christ-focused ministry of relationship building among members, between generations, with the inactive membership. Potential new members and the larger community is needed to help this church realize its potential.

### **Stewardship**

This church needs a comprehensive, intentional approach to stewardship; the how, what, and why of giving. The pastor will need to play a role in organizing that effort with the appropriate church boards and committees to develop and implement a plan that meets the needs of the church, its mission, and the vision for the future.

<p><b>"...and I heard the voice of the Lord saying: Whom shall I send and who will go for us?" Isaiah 6:8</b></p>
-------------------------------------------------------------------------------------------------------------------



### Conference or Association Descriptive Reference

Church Name: First Congregational United Church of Christ

Location: 1400 Elliott Avenue North, Glencoe, MN 55336

Conference: Minnesota Conference United Church of Christ

Name of Staff Assisting in the Search: Interim Associate Conference Minister Sheresa Simpson-Rice

#### Staff Comments:

First Congregational church has a long history of ministry in Glencoe. Indeed, the congregation's Articles of Incorporation were the first articles filed after the admission of Minnesota to the Union. Members are proud of their heritage and their church. I have found the leadership and congregation to be hard-working and passionate. Worship life is a space where people are greeted with a smile and an authentic welcome. The last pastoral transition was a difficult one, yet the overall response to their interim pastor has been good and the congregation continues to work through the process with forward movement. The church is poised and ready to begin the next chapter.

*Rev. Sheresa A. Simpson-Rice, interim ACM* 12.10.20

---

Signature of Staff Assisting in the Search

Date