

**UNITED CHURCH**  
OF CHRIST



UNITED CHURCH OF CHRIST  
**LOCAL CHURCH PROFILE**

First Congregational United Church of Christ

Redfield, South Dakota

Full-time Pastor

South Dakota Conference, Prairie Lakes Association

April 1, 2021

**LOCAL CHURCH PROFILE CONTENTS**

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*“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

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Church name: First Congregational United Church of Christ

Street address: 125 E 7th Ave, Redfield, SD 57469

Supplemental web links: [www.uccredfield.com](http://www.uccredfield.com);

<https://www.facebook.com/RedfieldUCC>;

Additional ecumenical affiliations (*e.g. denominations, communions, fellowships*):

Conference: South Dakota Conference

Association: Prairie Lakes Association

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

Rev. Samantha Houser

Associate Conference Minister

Pronouns: she/her/hers

(402) 350-1714 (cell)

Email: [samantha@ucctcm.org](mailto:samantha@ucctcm.org)

Summary Ministry Description:

The First Congregational United Church of Christ strives to live up to the motto of the UCC church: "No matter who you are or where you are on life's journey, you are welcome here." We are a financially sound, well-established church with a proud history. We are a close congregation that is seeking to grow spiritually, attract new members, and expand our reach in our community. We are seeking a pastor to join our church family and lead us on this journey. We are open to new ideas, activities, and practices. Ideally, we would like to see all church members and guests using their gifts to be active in worship, fellowship, and community activities.

*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?*

We are proud of our church, the relationships we have with each other and in the community. We want to build on what we have by growing in our faith and our membership numbers. We want to see more people in our church and more of our church members active in worship, fellowship, and discipleship. We are searching for a pastor to help us achieve this goal.

Photographs:

*Insert 1 – 3 images of your church, its people, its parsonage or building or gathering space, etc.*





What we value about living in our area (2 – 3 sentences): Redfield, South Dakota is a rural community. We are home to a critical access hospital and rural health clinic, library, senior citizen center, grocery store, and a variety of small businesses. Our new pre-K through 12th grade school was recently completed in 2020. Larger cities containing additional shopping centers, colleges, advanced medical care, and an airport are an hour drive away. The area is well-known for hunting and fishing. We are a multi-generational farming community, and we welcome and encourage new people to the area. Just as we want our church to grow, we also want our community to grow while maintaining our friendly hometown feeling.

Current size of membership: 319 members

Languages used in ministry (*other than English*): N/A

Position Title: Pastor

Position Duration: Settled, full-time

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

Does the total support package meet conference compensation guidelines? Yes

## **1b. SCOPE OF WORK**

*(add here the Scope of Work developed by your church using the Call Agreement Workbook)*

### Core Competencies:

**Caring:** We are searching for a Pastor that will engage all church members and make time to visit the sick, elderly, and homebound. We want all members to feel that they belong at our church whether they worship from home, at church, on Easter and Christmas, or during times of trouble. We have offered the *Unwrapping Your Gifts* program at our church and are looking for a Pastor that will help all church members use their gifts to help the church grow and flourish. Our youth are an important part of our congregation and we want our pastor to be able to communicate with them and encourage them to grow in their faith and become active members of our congregation.

**Communication.** We are looking for a Pastor with great communication skills. One who will help us grow spiritually by sharing the word of God and helping us to apply it to our lives. And one who can listen carefully and skillfully to the wants and needs of the congregation both as a whole and individually. We need our Pastor to be able to interact with people of all ages from both our church and the community. A Pastor willing to meet with members on an individual basis during difficult times would be beneficial.

**Leadership.** We are looking for a Pastor to be the leader of our church while keeping in mind the needs and wants of the congregation. We are looking for a Pastor to become part of our church family and encourage and guide us. We have many talented people in our church with a variety of skills. We do not expect, or want, our Pastor to do "everything", but rather lead us so we, as a congregation, are working, learning, and growing together.

### 1c. COMPENSATION AND SUPPORT

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**Salary Basis** (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*): Based on average weekly attendance of 101-150 cash salary would range from \$38,637-\$54,539 annually plus \$800 per month housing allowance (\$9,600 annually).

**Benefits** (*choose one*):

Salary plus Benefits

What is the expected living situation for your next minister (*e.g. parsonage, living nearby with a housing allowance, living elsewhere to commute as needed*)? We have a parsonage available, if interested.

Comment on the residential/commuting expectations for your next minister. We expect our Pastor to live in the Redfield school district. We would hope our Pastor would be part of our community. We would like our pastor to visit church members that are unable to attend services. Traditionally, we have let the pastor decide when and how frequently this occurs.

State any incentives (*e.g. school debt reduction or retention bonus after a certain number of years in position*): Open for negotiation

Describe peer and professional supports available for ministers in your association/conference: We have opportunities to network with other churches in the Redfield community. Our Pastor is encouraged to be part of the Redfield Ministerial Association. This Association works together for the good of the Redfield community and the members serve as a support network for one another. Traditionally, our Pastor has been active in the South Dakota Conference and the Prairie Lakes Association. As part of the tri-conference, our pastor will have access to cross conference resources, and opportunities to network with conference staff and other pastors.

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

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

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

Our goal is to have an active membership. This includes more people attending Sunday worship, and increased offering and participation in Christian education classes, youth events and fellowship activities. We are open to innovative ways to increase participation. We also want our current committee members to be leaders of the church who collaborate with the pastor to accomplish tasks.

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

We are strong supporters of Placerville camp. Placerville has been a big part of religious education and experiences for members of all ages. Many of the area youth from all denominations, attend Placerville camp and identify it as an integral part of their faith journey. We also participate in family and women's camps. We are generous supporters of Placerville and value our relationship with them.

We have a sister church relationship with Virgin Creek UCC which is part of the Cheyenne River Reservation. Our church is in a partnership with a Native American Church located in LaPlante, SD. Our mission is to help sustain and improve our relationship with their members. We provide material and spiritual support to this church and we have received much in return from this partnership. The pastor's relationship is open-ended and has no exact priorities identified.

We are committed to helping our neighbor and we consider everyone our neighbor. We are a 5 for 5 church. Traditionally we have supported the Tri-County Good Samaritan Center, the Redfield Public School, the Family Crisis Center, the South Dakota Coalition, and other community activities. We encourage and support our Pastor's involvement in community groups.

Specify language requirements or culturally specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling. We are seeking a English speaking pastor. It is important to us that all people feel welcome in our church.

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.

#### The Marks of the Faithful & Effective Authorizes Ministry

1. The ability to function as part of a team, to give and receive supervision, and to mutually equip and motivate the community of faith.
2. The ability to provide effective and appropriate pastoral care and Christian education, and to equip and motivate others to share in these ministries.
3. The ability to analyze, evaluate, and integrate the biblical, historical, theological, and pastoral disciplines and practices in ways that contribute to fruitful and faithful Christian ministry.
4. A lived faith showing love of God, trust in Jesus, and openness to the Holy Spirit.

## 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?

Just as we want our Pastor to be caring, a strong leader, and have good communication skills, we also need our members to develop these skills. With the support and guidance of our new pastor we want to build stronger committees and work groups. In the short time we have been without a settled pastor, our committees have stepped up and taken initiative to handle various issues in the church. The committees work well together to meet the needs of the church. We want that to continue with the new pastor. We want to see more members develop into stronger lay leaders willing to serve our church.

We have had the opportunity to listen to many talented people share the word of God with us as they “fill the pulpit”. From this we have identified our desire to become adept at applying the word of God to our daily lives. We strive for more spiritual growth as individuals and as a congregation. We would like to see this develop not only during Sunday worship, but also through fellowship with each other. We want to grow stronger as a congregation, and also welcome new members. Some ideas we have for the future include developing more opportunities for Bible study and revitalizing our Calling Committee. Overall, we want to be a God-centered, loving, and open church that is guided by the Holy Spirit and the teachings of Jesus to help one another and the community.

### **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?*

1. With the onset of Covid in March 2020, youth lessons were recorded by our former pastor to be viewed on YouTube. While our local school systems reconvened in the fall the Christian Education Committee decided to not bring children into the church for formal class learning. Church members of all ages have been recruited to teach weekly lessons via YouTube. The teachers are doing a great job with the lessons sometimes playing the characters of the story. This has been a great opportunity to create intergenerational relationships within the church.

2. During the COVID pandemic we have adapted by providing our Sunday service online. Talented people in our congregation have worked together to insure those who are not able to attend in-person have access to worship. We were fortunate to receive an endowment that allowed us to purchase a new system that allows us to live stream our services. We will also be able to watch the service on screens in different parts of the church which will allow us more people to be present in the church while maintaining recommended social distancing. We have had positive feedback from our online services. We want to keep learning in this area to reach more people.

**Vision for the future:** We want to increase our membership, and with that increase youth and adult involvement in worship, Christian education, and community activities. We like to see our youth and adults involved in worship services. For example, reading scriptures and music activities. We also want everyone to have the feeling of “home” in our church -- during services and in fellowship activities. We want the sermons to be based on the Bible with practical application to our daily life. We want to leave worship feeling closer to God and to each other. COVID has taught us that we do not have to go to church to be Christians but worshiping together is a lot more fun and meaningful. Overall, we want people to feel they are a part of the church and they have a part to play to help the church. We believe the more people contribute the more they will feel they belong.

We have not had a multi-year plan in place. The process of completing our church profile has illustrated the importance of having an ongoing conversation about our vision of the future. We plan on continuing this conversation by updating our church profile every three years.

### 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

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Describe your congregation’s life of faith.

*For example, what beliefs and commitments are stated in your congregation’s purpose statement or membership vows? How is God most often described in worship liturgy? In what ways would you describe the Holy Spirit in your midst?*

Our Congregation’s purpose statement is: “The purpose of this Church is to unite the followers of Jesus Christ as may choose to join, in order that through fellowship and worship they may become more loyal to Him, and through cooperative effort they may aid in building His Kingdom of love and righteousness and peace in the world through the United Church of Christ.”

To us this statement means our church is a gathering to worship and grow our faith and become closer to God with people that have the same goals. The individuals of our congregation may be different in many ways, but our shared desire to grow in our faith unites us. We want to continue to work together to bring more people to God through sharing our faith in Jesus Christ and by our example.

Describe several strengths or positive qualities of your congregation.

We are a close and welcoming congregation. We like each other and generally get along well. We love having new people come and worship with us and join our congregation. We are fortunate to be financially sound and are good stewards of our resources.

**Describe what worship is like when your congregation gathers.**

A recent supply minister stated that he likes coming to our church because he "feels God here". Our worship services are friendly and informal. We enjoy fellowship before and after worship. Prior to the start of worship, we visit both in and outside of the sanctuary. Several church members share their gifts of music during worship. We enjoy music whether it is performed by

talented members of our congregation or part of our worship service. We are a happy group and sometimes get a little bit noisy.

*For example, where does worship take place, and what is it based around? What was a recent baptism like? What are some words used to describe good preaching?*

Worship takes place anywhere members gather. Worship happens in Christian Education, youth groups, women's fellowship, and whenever there is a blessing. We enjoy inspirational, spirit-led preaching. We like sermons that leave us wondering how the pastor knew exactly what we needed to hear, and ones that give us something to think about after the sermon is over.

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

We have FLOW (Faithful Learning on Wednesday) and Adult Bible study on Sundays before church. We have had book clubs in the past. Many of our church members (youth and adults) attend Placerville camp. Our vision of Christian Education is to provide and participate in more diverse opportunities that involve more people. Maybe more and different types of Bible Study or reading and discussion of Christian-based books and movies.

*For example, how are young people in leadership? How do people continue to form their faith over a lifetime?* Our faith changes throughout our lifetime and this varies for each person. Faith development is not always a conscious effort. We recently added a youth representative to our Church Council. She has been a wonderful addition and initiated a successful school supply drive this fall. As stated previously, Placerville Camp is an integral part of many of our faith journeys. We are looking for more opportunities to continue to form our faith.

*Name a topic studied or curriculum used recently; what was the impact of this study on those who attended?*

A few years ago, several people attended "Unwrapping Your Gifts" and found it to be beneficial in identifying and sharing their gifts. We have discussed offering this class again for interested church members. Two years ago, instead of traditional Lenten services we watched and discussed Adam Hamilton videos about the Holy Land.

Describe how your congregation is organized for ministry and mission.

*For example, how are decisions communicated in your church? How are teams or committees organized? Where does your church struggle for vision?*

■ When it comes to decision-making, how many hours are spent in meetings per month? The church cabinet meets monthly for approximately 1 hour. The Trustees also meet monthly for an hour. Tasks are delegated to committees to deal with efficiently. The committees then report back to the council. Other committees meet monthly or as

needed to plan and make decisions for the tasks for which they are responsible. The work doesn't end there. It continues all month long by members of different boards.

■ Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished? Recently, we had to cancel church due to a COVID outbreak. This was handled through the appropriate committees until safeguards could be put in place to ensure a safe worship environment which was done through the church council.

■ 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/No] Yes. We have a constitution which includes a job description for committees and officers.

### 3b. 11-YEAR REPORT

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

The 11-Year report can be found at the end of the profile.

### 3c. CONGREGATIONAL DEMOGRAPHICS

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Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	313	
Number of active non-members:	5	
Total of church participants (sum of the numbers above):	318	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	67%	

Less than 10, more than 5 years:	21%	
Less than 5 years:	12%	

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
57	41	33	47	33	26	42	30	29	

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	13%	
Households with minors:	27%	
Single adults age 35-65:	6%	
Joint households with no minors:	40%	
Single adults over 65:	14%	

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	90%	
College:	65%	
Graduate School:	10%	
Specialty Training:	30%	
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	61%	

Adults who are retired:	33%	
Adults who are not fully employed:	6%	

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

The major employers in our area are farmers/ranchers, the South Dakota Developmental Center, Redfield Public School, Community Memorial hospital, the City of Redfield, nursing homes, and various banks and small businesses. Our members represent all these employers.

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?

The overall racial make-up of our church matches that of our community. We welcome all people to our services and to be active members of our congregation. Our diversity lies in our political views, educational levels, ages, and socioeconomic status.

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one in the near future (perhaps using, for example, the Welcoming Diversity Inventory)?

The church council recently discussed Brave Spaces. This is one area we would like to pursue with guidance from our new pastor. We have decided to wait to pursue this program until we have a settled pastor to provide leadership on this journey. We do not want to “get it wrong” at the risk of alienating people. We would also be open to having a lay leader guide us in the process, if someone is interested. In the meantime, we will continue to embrace the teachings of Jesus and welcome everyone to our church. More information on Brave Spaces can be found at <https://ucctcm.org/bravespace>

### 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	30	Lay leaders and Christian Education Committee, Feed Your Soul
Baptisms ( <i>number last year</i> )	7	Pastor

Children's Groups or Classes	64	Christian Education Committee
Christmas Eve and Easter Worship	227 and 163	Pastor and Music Committee
Church-wide Meals	50-75	Committees, usually Christian Ed Committee and Missions Committee
Choirs and Music Groups	5	Joyful Voices, Music Committee
Church-based Bible Study		
Communion ( <i>served how often?</i> )	60-100 (4-6x/year)	Diaconate and Pastor
Community Meals		
Confirmation ( <i>number confirmed last year</i> )	3	Pastor and Diaconate
Drama or Dance Program		
Funerals ( <i>number last year</i> )	3	Pastor, Women's Fellowship
Intergenerational Groups		
Outdoor Worship		
Prayer or Meditation Groups		
Public Advocacy Work		
Retreats		
Theology or Bible Programs in the Community		
Weddings ( <i>number last year</i> )	2	Pastor, Women's Fellowship
Worship (time slot: _____)		
Worship (time slot: _____)		
Young Adult Groups or Classes		
Youth Groups or Classes	30	
Other		

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 Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Lorah Houser Jankord		Tulare United Church	Pastor	No


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:

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
Janitor	Mike Siebrecht	Parttime \$12.88/hr Roughly 58hrs/month	Trustees, Church Secretary, and Pastor	Since 3/2/15
Church Secretary	Becky Leonard	Full Time \$31,200/Yr	Trustees	Since 4/1/18
Organist	Cyndi Bachman Diane Tipton Michelle Harms Onilee Siebrecht	\$30/Sunday	Trustees Church Secretary	Since 5/2013 Since 1/2010 Since 3/2013 Since 1/2010

## REFLECTION

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

Our ministry serves the people that live in the Redfield area. Many non-members from our community choose our church to hold weddings, baptisms, and funerals. We are known in our community to welcome all people. It is important to us that everyone that walks through our doors feels that they are welcome to worship with us and become part of our church family.

## 3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$91,895.00
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	\$2007.07
Endowment Draw ( <i>beyond what is permitted by spending policy, "drawing down the principal"</i> )	\$
Fundraising Events	\$

Gifts Designated for a Specific Purpose	\$31,403.61
Grants	\$
Rentals of Church Building	\$550.00
Rentals of Church Parsonage	\$
Support from Related Organizations (e.g. Women's Group)	\$150.00
Transfers from Special Accounts	\$
Other (specify): Memorials	\$4065.45
Other (specify): Interest	\$2249.15
Gravel & Farm Income	234746.21
<b>TOTAL</b>	<b>\$367066.49</b>

Current annual expenses (dollars budgeted for most recent fiscal year): \$220,653

*Attach most recent church budget, spending plan, operating statement, or annual treasurer's report as shared publicly with the congregation, or – if your church does not pass an annual budget – list current budgeted expenses here.*

4:21 PM

01/07/21

Cash Basis

**First Congregational United Church of Christ**  
**Profit & Loss Budget Overview**  
 January through December 2021

	Jan - Dec 21
<b>Ordinary Income/Expense</b>	
<b>Income</b>	
4000 · Blessings	82,000.00
4010 · Loose Offering	2,000.00
4020 · Funeral/Wedding/Hall	250.00
4040 · Interest	3,500.00
<b>Total Income</b>	87,750.00
<b>Expense</b>	
<b>Church Maintenance</b>	
Heat & Electric	10,000.00
Insurance	10,500.00
Snow Removal/Lawn Maintenance	4,000.00
Supplies	1,750.00
Water, Sewer & Garbage	1,000.00
Church Maintenance - Other	2,500.00
<b>Total Church Maintenance</b>	29,750.00
<b>Church Office</b>	
Equipment/Copier	2,600.00
Postage	1,100.00
Supplies	1,200.00
Telephone/Internet	1,400.00
Church Office - Other	100.00
<b>Total Church Office</b>	6,400.00
<b>Flower Committee</b>	500.00
<b>Ministries</b>	
Christian Education	1,500.00
Confirmation Class	250.00
Diaconate	600.00
Music	1,400.00
PLA Clergy Meeting	100.00
Worship Expenses	350.00
<b>Total Ministries</b>	4,200.00
<b>Parsonage</b>	
Parsonage G & E	500.00
<b>Total Parsonage</b>	500.00
<b>Sales Tax Expense</b>	100.00
<b>6560 · Payroll Expenses</b>	
Cust Salary	9,000.00
Minister Salary	
1/2 Pastors SS/Med Tax Reimb	4,450.00
Dental	1,125.00
Health	12,600.00
Life Insurance/Disability	800.00
Minister Housing Allowance	9,600.00
Pastor Mileage	750.00
Pastor Professional Expenses	500.00
Pension	8,700.00
Vision Insurance	3,000.00
Minister Salary - Other	48,000.00
<b>Total Minister Salary</b>	89,525.00
<b>Organist/Pianist</b>	2,500.00
<b>Pulpit Supply/Honorarium</b>	11,000.00
<b>Sec Salary</b>	
Health Insurance	4,300.00

4:21 PM  
01/07/21  
Cash Basis

**First Congregational United Church of Christ**  
**Profit & Loss Budget Overview**  
January through December 2021

	Jan - Dec 21
Sec Salary - Other	31,200.00
Total Sec Salary	35,500.00
Treas Salary	3,800.00
6560 · Payroll Expenses - Other	3,300.00
Total 6560 · Payroll Expenses	154,625.00
Total Expense	196,075.00
Net Ordinary Income	-108,325.00
Other Income/Expense	
Other Income	
7200 · Farm Income	
Bebo rent	16,150.00
Klebsch rent	46,945.00
Total 7200 · Farm Income	63,095.00
7400 · Larger Fellowship giving	
Family Crisis Center	500.00
Food Pantry	500.00
Ministerial Assc.	750.00
Total 7400 · Larger Fellowship giving	1,750.00
Total Other Income	64,845.00
Other Expense	
Lrg. Fellowship	
Family Crisis Center	500.00
Food Pantry	500.00
Ministerial Association	750.00
Total Lrg. Fellowship	1,750.00
7210 · Farm Expense	
Real Estate Taxes	10,000.00
Total 7210 · Farm Expense	10,000.00
9000 · Capital Expenses	
9010 · Church	50,000.00
9020 · Parsonage	5,000.00
Total 9000 · Capital Expenses	55,000.00
Total Other Expense	66,750.00
Net Other Income	-1,905.00
Net Income	-110,230.00

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 32%

Has the church ever failed to pay its financial obligations to a minister of the church? No. Historically, during WWI and WWII our pastors declined payment for services due to financial constraints; however, the congregation raised money when needed to cover costs.

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? We have chosen to provide a set amount of \$10,000 each year. This money is gathered through offerings, donations, and fundraisers.

What is the church's current indebtedness?

Total amount of loan debt: None

Reason for debt:

Are capital and other payments current?

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.

We have no plans at this time.

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

Year(s)	Purpose	Goal	Result	Impact
02/18/11	Projector	Received 8825	Spent 8829.79	
06/24/11	Kitchen	Received 30272	Spent 19530.22	
04/29/15	Piano	15900	15900	

If a capital campaign is underway or anticipated, describe:

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

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

Does your church have an endowment? No

What is the market value of the assets?

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

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

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

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

Please comment on the above calculations or estimates:

Other Assets

Reserves (savings): \$748,135.54 in savings and CDs

Investments (other than endowment): \$ Wells Fargo Investment \$16,051.20

Does your church have a parsonage? Yes

Fair market rental value of the parsonage: \$4,500 Estimated Annual Value

How is the parsonage used? By CMH Hospital to house students & staff

Street / City / State / Zip: 1426 E 2nd Street, Redfield, SD 57469

Finished square footage:1232

Number of Bedrooms, Number of Bathrooms:3 Bedroom 2 Bathroom

Assessed real estate value: \$99,246

Available for minister residence: Yes

Expected minister residence: Depending on the what the new minister wants

Condition of structure, systems and appliances Good

Entity in the church responsible for review and needed repairs Trustees

Describe all buildings owned by the church: Church and Parsonage

Describe non-owned buildings or space used or rented by the church: None

Which spaces are accessible to wheelchairs? (*worship space, pulpit, fellowship space, facilities, etc.*) We have a door that is accessible by wheelchair. Our fellowship hall and sanctuary are accessible by wheelchair. Our basement and chapel areas are not wheelchair accessible. We are open to making our church more accessible to people in wheelchairs if/when the need arises.

We strive to accommodate people of all abilities. For example, we have hearing devices to amplify sound for individual use.

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?*

We have not done a major budget change in recent history. The budget is completed annually. It is first reviewed by the Trustees who make recommendations to the Cabinet. The congregation votes to accept the budget at the annual meeting. We are financially sound. We remain good stewards of our money while giving to organizations and programs that are important to us.

### **3f. HISTORICAL INFORMATION**

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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.

1. We were a Mission Church start. We experienced first-hand the need to rely on our neighbors for help and have not forgotten the privilege and importance of helping others in need. In 1888, the first meetings of our church were held in train cars on the side of the tracks. We also met in store fronts, etc. while our church was organizing and building. We had a fire in our church in 1955 and people in our community opened their buildings for our services until the church was repaired. After the turn of the century, Redfield College, a Congregational College, held their classes and graduations in our church until they had a campus of their own. The local

Boy and Girl Scouts, Head Start, AA and Al-Anon, and local Meals on Wheels got their start at our church.

The practice of helping others remains strong in our congregation. We give to OCWM and other offerings, help our reservation sister church, and provide funding for Placerville Camp. We continue to support our community and encourage "care of our earth" through recycling and tree planting.

2. I don't know that we can identify the most important event in the life of our church. It probably varies depending on who you ask. Most importantly, the history of our church is made up of individual stories that have brought us together. Some of us grew up in this church with our parents, grandparents, and great-grandparents. While others of us found this church while we were looking for a spiritual home. Some of us wandered in off the street because we didn't know where else to go, and others were invited by a friend or neighbor.

3. In the past 10 years, our long-term Pastor retired, and the replacement Pastor moved. This has been compounded by the COVID pandemic. Together these events have been difficult for our congregation, but almost one year into the pandemic and seven months without a full-time pastor, we are coming out stronger and closer. Our committee members have become innovative leaders of our church. We have tried new things. Some worked, some needed adjustments, and some did not work. We did not have in-person worship for some time. When we reopened, we did so with masks, and social distancing. Not everyone agreed. Some thought we were too restrictive, some though we were not restrictive enough. Our weekly in-person attendance and giving is down. But, as stated before, we are a close congregation, and we are committed to staying together and remaining a UCC church.

Currently, we are studying the Fruits of the Spirit with our current fill-in pastor, Ron Parker. And the Holy Spirit is alive and active in our church. The Holy Spirit is providing us the tools we need to not only stay together during the pandemic, but to also flourish and grow. Love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control are alive and well and growing in our congregation. We have challenges ahead of us; we know this. When the pandemic ends, we will need to find ways to bring people back to the church and learn how to worship all together again. And we need to reconnect with older members of our congregation who may have felt isolated in nursing homes, assisted living facilities, or in their own home due to the COVID pandemic. The UCC conference advised that we not reopen until ALL members could worship again together. We did not take the decision lightly, knowing that many of our members would not be able to worship with us.

**Describe a specific change your church has managed in the recent past.** Our church has been in a constant state of change due to COVID. We were closed for a few months, but continued worship online, and later resumed services with social distancing in the sanctuary. During this time, our Pastor moved, and we have been working together to meet the needs of our

church family. Our Diaconate Committee has secured pulpit supply. Our church secretary and others have worked together to provide worship service through an online format to ensure all members have access. We continue to work together to identify problems and find solutions together.

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.

*For example, what is an example of a recent conflict and something your congregation learned from it? Describe an occasion when your church experienced conflict without being able to resolve it well. Does your church have policies, protocols or structures for dealing with conflict?)*

We have been fortunate to not have any big conflicts to deal with. Again, we can use COVID as an example of dealing with conflict. Disagreements in our church are handled on a one-to-one basis with the individuals taking care of minor disagreements. For larger issues, such as reopening the church during the COVID pandemic, our Church Cabinet voted on the matter. We listened to various opinions and then voted on a decision. We basically handle conflict with a combination of compromise and “majority rules”. It has worked well for us so far.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Rev. Tammy Toepke Floyd	5	yes
Rev. Tim Fugman	26	yes
Rev. Fred Sprenger	2	yes

Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership: We have learned that different ministers bring different perspectives and practices. Each pastor has brought different talents and leadership skills to our congregation that provide opportunities for us to learn. We have learned that church members and committees need to remain active and not expect the Pastor to do everything. We enjoy having a minister that is involved with our youth and encourages them to be active in worship. We also have appreciated pastors who take an interest in our lives outside of church.

Has any past leader left under pressure or by involuntary termination? No  
Y/N/Ask us

Has your church been involved in a Situational Support Consultation? No  
Y/N/Ask us

Has a past pastor been the subject of a Fitness Review while at your church? No  
Y/N/Ask us

## 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

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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?*

We have been involved in youth programs for both kids in our congregation and in the community. We are involved in the Redfield Area Arts Council, SD Coalition and Redfield Ministerial Society, Kiwanis, Thanksgiving community meals, nursing homes. We participate in our community's recycling program and have recently planted trees in our City Park. We are open to new ideas to serve our community.

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

The Redfield Church is dedicated to ecumenical and evangelical work locally, statewide, and across the nation. We have had strong leadership from the Pastor's office throughout the years to help us understand the missions available to our congregation and as individuals in the church. Our Pastors have been great leaders and good stewards working with the Prairie Lakes Association and the Iowa, Nebraska & South Dakota Conference. The church was represented at General Synod in 2019 by our then current Pastor.

Redfield UCC appoints 6 delegates to attend the bi-annual regional meetings and the annual Tri-state conference. The delegates vote on resolutions, meet other members and discuss issues presented during the meetings, returning to report changes and progress made with the local church.

Redfield UCC has enjoyed an active youth membership. The youth groups are active in community projects as well as mission trips to homeless shelters and food pantries in the state and abroad. Historically, Redfield UCC is a strong supporter of the Placerville Camp ministry.

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](http://ucc.org).) Check any statements below that apply to your UCC faith community.

- |  |  |
|--|--|
| <input type="checkbox"/> Accessible to All (A2A)           | <input type="checkbox"/> Just Peace                            |
| <input type="checkbox"/> Creation Justice                  | <input type="checkbox"/> Global Mission Church                 |
| <input type="checkbox"/> Economic Justice                  | <input type="checkbox"/> Open and Affirming (ONA)              |
| <input type="checkbox"/> Faithful and Welcoming            | <input type="checkbox"/> WISE Congregation for Mental Health   |
| <input type="checkbox"/> God Is Still Speaking (GISS)      | <input type="checkbox"/> Other UCC designations:               |
| <input type="checkbox"/> Border and Immigrant Justice      | <input type="checkbox"/> Designations from other denominations |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I'M) | <input type="checkbox"/> 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 have not participated in any of the above programs. They have not been part of our past, but we would like to discuss opportunities with our new pastor. We are looking for a Pastor, or interested church member, to guide us in those areas. As we discussed this topic it became clear that this is an area where we need more training/education. We would like our new pastor to help with this and work with us to discover how this will best fit our congregation.

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

In the past we have worked together with other Redfield congregations to provide Lenten services and Vacation Bible school. This has not been done recently, but opportunities may be available in the future.

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.

We do not have a mission statement as such.

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?

This depends on the Pastor and the needs of the congregation. This can be discussed on an individual basis between the Pastor and the Church Cabinet. We have always supported our Pastors being involved in community activities. We would like our pastor to have office hours but, will be flexible depending on what is going on in the church. As we discussed this section, we really want the Pastor to make this position their own. We are open to discussing this with interested parties and renegotiate it as time goes on. We invite the Pastor to shape their own schedule that includes time for preparation and planning, visitation, attending meetings, community ministry, taking care of their own spiritual needs, and other job duties.

#### 4b. MISSION InSite

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Comment on your congregation's MissionInsite report with data for your neighborhood(s) or area. What trends and opportunities are shown? The population of our county is fairly steady but shows an overall decline. The demographics of our church match that of our community. 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? We are a rural community. Our demographics are quite similar to surrounding counties, and the State at large. Our congregation represents the community in which we live.

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

Currently, our ministry is being shaped by the pandemic and not having a settled pastor. We strive to meet the needs of our congregation, and that will continue.

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

Our church is well-respected in our community. It has been known for active youth activities including Placerville camp.

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

Congregation was friendly and welcoming

## 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

Kerry Steever / Camp Director / Placerville Camp



Placerville Camp & Retreat  
Center 13801 W. Hwy 44  
Rapid City, SD 57702  
605.342.1390  
[uccplace@hotmail.com](mailto:uccplace@hotmail.com)  
placervillecamp.net

To Whom It May Concern:

I have been the Director at Placerville Camp & Retreat Center since 1997 and can share some experience with First Congregational United Church of Christ of Redfield South Dakota. Placerville Camp & Retreat Center is the outdoor ministry facility of the South Dakota Conference of the UCC.

First Congregational, has for many, many years, been a strong supporter of Placerville Camp. Camp plays a large part in their Christian education with they send not only youth for programming, but adults as well. Youth and adults attend camp to learn about God's love and to get their "faith cup" filled. First Congregational raises funds to send their members to camp every year and do a very, very

good job at doing so. The beauty of this church, is that the members are excellent at inviting the non-UCC folk to camp. One year, out of 320 campers, 60 of them were from Redfield!

Besides raising funds for camperships for their members, First Congregation al also raised funds for special projects at camp as well. Whether it is for a planned project such as replacing a roof on the chapel, or the surprise fixes of large items that tend to happen over the years. That tends to happen when a facility has been around for 100 years!

The people of First Congregational have a wonderful love of God and are very good at sharing that love with others. They encourage all youth to attend camp and also do a wonderful at assisting adults and families to attend as well. Not only do member of this church attend as campers, they also have a population of camp leaders. Over the years there have been multiple camp deans, counselors, and yes, even summer staff! There is one Redfield family where all of the members have been a camp staff in my tenure. Yes, even mom and dad!

What I can tell you, is that this church, First Congregational UCC of Redfield, has got it together when it comes to their Christian education. They have wonderful leaders within their church to teach and show God' s love to all and they also know the importance and the impact church camp has on an individual in their life.

Blessings!

Kerry Steever - Director

## REFERENCE 2

Penny Ihnen and Sherry Wurtz/ Co-Directors / Tri-County Good Samaritan Center

LETTER OF REFERENCE  
First Congregational UCC  
Redfield, SD

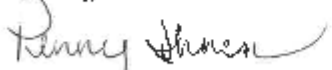
Tri County Good Samaritan Center  
19 E 7<sup>th</sup> Ave.,  
Redfield, SD 57469

605-472-3314  
Tuesdays 4pm – 7pm and Thursday 10 am – 5 pm

January 22, 2021

We are a food pantry and clothing/thrift store. We work closely with the UCC church to help meet the needs of our tri county communities. They are generous in collecting food items for the food pantry. They show great interest in our needy. They collect school items for the start of school every August. They help in collecting items for our holiday meal boxes. This year we had 153 families receive them. They take requests and put up an angel tree to collect clothing, toiletries, and toy items for our area needy children. This year we helped 154 children for Christmas.

Sincerely,



Penny Ihnen  
Tri County Good Samaritan Center Co-Director



Sherry Wurtz  
Tri County Good Samaritan Center Co-Director

## REFERENCE 3

John Damaska/retired pastor/ Fill-the-Pulpit Minister

LETTER OF REFERENCE  
United Church of Christ  
Redfield, South Dakota 57469

Reverend Jon Damaska  
2116 Crystal Avenue  
Aberdeen SD 57401

Phone: 605.225.9614 Cell: 605.216.4468  
Email: [jdamaska@nvc.net](mailto:jdamaska@nvc.net)

November 21, 2020

I have recently had the honor of filling the pulpit for this congregation in the absence of a pastor. Prior to my retirement, I served the Brentford, South Dakota UCC Church from 1998-2016. Brentford was part of a three-point charge for those years. My interaction with The United Church of Christ of Redfield has been limited to four pulpit supply Sundays. However, during this brief time I have enjoyed and observed a congregation wanting to worship and grow in their faith in Jesus Christ.

### **Points of Strength**

This church has been gifted with some excellent instrumentalists. Each Sunday there has been a wonderful combination of piano and organ prelude and postlude music.

During the preaching of the Word, the congregation has been attentive and expressive. They seem to have an eager hunger to grow spiritually and mature in their Christian faith.

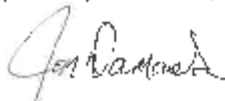
It seems to me they have done a good job keeping up to date with technology. They have a good sound system and video capability to enhance all their services. There has always been someone at the service ready to run the technology and the sound system.

Their beautiful, brick church building itself is warm and welcoming with plenty of seating in the sanctuary, which has a balcony. They have a lovely, modern fellowship area. Everything is always very neat and clean.

### **Areas of Improvement**

I do not feel I can comment adequately about this area because I am merely filling their pulpit and haven't attended any of their board or committee meetings.

Respectfully submitted,



Reverend Jon Damaska

## PROMPTS FOR REFERENCES

Describe some areas of strength in this church's ministry.

Describe some areas for improvement in this church's ministry.

Describe a significant experience you have had of this church's ministry.

Anything else you wish to share.

## 6. CLOSING THOUGHTS

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

### 6a. CLOSING PRAYER

---

*Include here any prayer or dream for the minister you imagine journeying toward you... a poem, for example, or a Scripture passage or a piece of music that is meaningful to your Search Committee:*

“For I know the plans I have for you,” declares the Lord, “plans to prosper you and not to harm you, plans to give you hope and a future.” Jeremiah 29:11

Dear Lord, we ask for Your guidance. Give us the power of Your grace so that we may hear Your divine instruction. Remove any barriers that keep us from drawing near to you. Open our hearts and clear our vision so that we may follow Your path. We know you have plans for us that will lead to our spiritual growth and greater fellowship and evangelism. Guide us as we search for our new pastor. Be with all the pastors as they read the profiles and guide them each to their own new church. In Jesus name, Amen.

### 6b. STATEMENT OF CONSENT

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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.)  
Search committee consisted of Jean Mitchell, Sheila Sprague, Tammy Hoekman, Dane Sanger, Terri Rosenberg, Mark Rosenberg, Randy Kuehn, Lexy Curtis, Angela Rice, Olivia Rice, Elaine Jessen, Diana Wright, Mike Schiferl, and Maci Fliehe
2. Additional comments for interpreting the profile:

Signed:

Name / Title / Date:

Sheila Sprague / Search Committee Member / 03/12/2021

Dane A. Sanger / Search Committee Member / 3/12/2021

Lexy Curtis / Search Committee member / 3/12/2021

Angela Rice / Search Committee member / 3/12/2021

Elaine Jessen / Search Committee Member 3-12-2021

Maci Fliehe / Search Committee Member / 3-15-21

Mike Schiferl / Search Committee member 3-16-21

Mark Rosenberg search Comm. member 3-18-21

Terri Rosenberg search Committee member 3-21-21

Jean Mitchell search committee member 3-28-2021

## 6c. VALIDATION BY CONFERENCE/ASSOCIATION

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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.

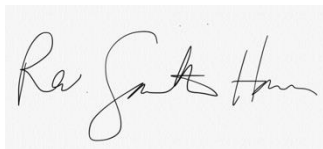
Staff Comment: Yes

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:

A handwritten signature in black ink on a light gray background. The signature is written in a cursive style and appears to read "Rev. Samantha Houser".

Name / Title: Rev. Samantha Houser

Email: samantha@ucctcm.org

Phone: 402-350-1714

Date: April 1, 2021

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



**Church#:** 721070

**Assoc:** 736      **Schedule:** 0      First Congregational UCC      Redfield      SD      57469

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	362	112	67	0	3	4	13	17	-23
2010	362	119	87	5	3	8	16	0	0
2011	364	114	77	7	7	8	13	7	2
2012	342	108	89	4	2	4	11	21	-22
2013	340	108	75	5	1	10	9	9	-2
2014	340	109	70	3	9	2	5	9	0
2015	340	110	88	7	2	3	12	0	0
2016	328	100	88	3	7	0	15	7	-12
2017	320	110	88	6	0	1	15	0	-8
2018	318	90	81	4	0	5	11	0	-2
2019	307	79	78	6	0	1	11	18	-22

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	\$126,029	\$37,125	\$19,210	\$7,757	\$26,967	\$2,150	\$29,117	15.24	\$192,271	\$100,440
2010	\$129,130	\$12,367	\$10,000	\$14,563	\$24,563	\$2,203	\$26,766	7.74	\$168,263	\$92,801
2011	\$134,864	\$59,754	\$10,000	\$12,989	\$22,989	\$2,550	\$25,539	7.41	\$220,157	\$91,399
2012	\$134,219	\$25,446	\$10,611	\$3,892	\$14,503	\$2,679	\$17,182	7.91	\$176,847	\$97,945
2013	\$136,094	\$12,884	\$12,001	\$3,513	\$15,514	\$3,042	\$18,556	8.82	\$167,534	\$91,421
2014	\$132,044	\$61,450	\$11,537	\$22,843	\$34,380	\$1,941	\$36,321	8.74	\$229,815	\$105,300
2015	\$135,759	\$0	\$9,181	\$16,523	\$25,704	\$5,391	\$31,095	6.76	\$166,854	\$97,612
2016	\$133,319	\$0	\$12,012	\$5,893	\$17,905	\$5,215	\$23,120	9.01	\$156,439	\$101,619
2017	\$173,057	\$0	\$10,463	\$5,965	\$16,428	\$4,959	\$21,387	6.05	\$194,444	\$101,884
2018	\$143,563	\$0	\$10,404	\$12,410	\$22,814	\$4,926	\$27,740	7.25	\$171,303	\$119,187
2019	\$149,465	\$90,307	\$11,310	\$7,192	\$18,502	\$7,418	\$25,920	7.57	\$175,385	\$97,271

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2014-2019	-9.71	-27.52	11.43	-50.00	107.14	13.19	-46.18	-23.68
2009-2019	-15.19	-29.46	16.42	0.00	-3.33	18.60	-31.39	-8.78

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*"Jesus answered them, 'Have faith in God!'" – Mark 11:22*

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