

Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

INTRODUCING THE NEW LOCAL CHURCH PROFILE

Who
are
we

Who
is our
neighbor

Who is
God
calling us
to become

?

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

MINISTERIAL EXCELLENCE,
SUPPORT & AUTHORIZATION

**UNITED CHURCH
OF CHRIST**



UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

First Congregational United Church of Christ
Mankato, MN 56001

Pastor

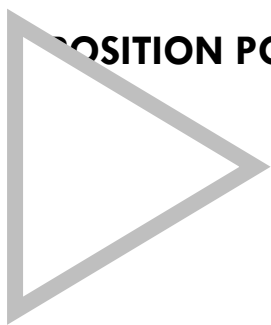
Minnesota Conference United Church of Christ

October 2022

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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)*



POSITION POSTING

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

1 a. LISTING INFORMATION

Church name: First Congregational United Church of Christ

Street address: 150 Stadium Ct, Mankato, MN 56001

Supplemental web links: [First Congregational UCC, Mankato \(mankatoucc.org\)](http://mankatoucc.org), [Facebook](#)

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

Conference: Minnesota Conference United Church of Christ

Association: Minnesota Conference United Church of Christ Acting as an Association

UCC Conference or Association Staff Contact Person (Name, Title, Phone, Email): Rev. Cindy Mueller, Steward of Search and Call, 612-230-3367 (MN Conference Office), 763-439-3952 (cell), 763-515-3281 (home, preferred), cindym@uccmn.org

Summary Ministry Description:

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

We are a 152-year-old congregation representing the Greater Mankato area. As the largest UCC Church in the Minnesota River Valley our congregation is made up of a wide variety of perspectives, including moderate, liberal, and progressive members. We acknowledge, celebrate, and are tolerant of these differences. We have a large number (74%) of long-term members (10+ years). We are an Open and Affirming (1994), Fair Trade (2012), Creation Justice (2018), and Immigrant Welcoming (2019) congregation. We have wonderful facilities and grounds with a church building constructed in 2002. In addition, we are on strong financial ground. Our Vision Statement adopted in 2017 is “to be widely known as a faith community that provides an extravagant welcome to all, supports one another’s spiritual journey, no matter where we are on our search, and opens hearts and minds to the hungers of our world and inspires just action in response.” To get there, we need to have a strong partnership with pastoral and lay

leadership as we collaborate to make this vision a reality. We also need to be intentional about bringing in new members, especially families. To help us grow into our future, we are seeking a full time settled pastor who will help us build a sense of fellowship, effectively plan and lead worship, and actively bring in new members.

Photographs:





What we value about living in our area:

The Greater Mankato area is a community with a population of approximately 60,000, making it the 5th largest metropolitan area in Minnesota outside of the Minneapolis/St Paul metropolitan area, which is only 79 miles away. We have over 50 miles of paved trails and are nestled in a scenic river valley with many opportunities for outdoor enthusiasts. We love the combination of the small town feel and the thriving regional center. Mankato is a hub for higher education, health care, the arts, entertainment, and shopping for the region. Click on the link below to learn more about our hometown from the local Chamber of Commerce.

[About Mankato](#)

Current size of membership: 195

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

Position Title: Pastor

Position Duration

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

Compensation Level

Full Time

Does the total support package meet conference compensation guidelines?

Yes

1b. SCOPE OF WORK

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

- preparation and leadership of Sunday worship including scripture study, crafting of liturgy and bulletin, sermon preparation, guiding and sometimes finding lay liturgists, planning of music in coordination with musical staff or volunteers, preaching, offering prayers, etc.
- works regularly with the congregation at bringing in new members to the church
- faith formation and vitality through prayer, Bible study, service, identifying helpful resources and opportunities and helping lay persons take advantage of them
- leadership development by working with people in the church to create ministry and programs
- pastoral care in collaboration with lay people
- community engagement and leading the way for the church to be an ambassador of God's love
- weddings, funerals and baptisms for participants in the worshipping community
- strategic planning for current and new directions in ministry
- attend meetings and give leadership as needed to church programs, in collaboration with lay leadership
- participate in wider church activities such as conference and association meetings

- faithful financial development and stewardship
- responsibility for supervision of staff
- availability to wider community for special worship programs, and as a representative of the church to local organizations
- counseling, listening and referral
- study and prayer to increase faith and to improve skills so as to lead, teach, and preach better
- energizing and deepening spiritual connections and faith understandings of others in all they do

Core Competencies:

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

- a) Commitment to core values of the UCC
- b) Demonstrate excellent communication skills
- c) Leading faith formation effectively across generations

1c. COMPENSATION AND SUPPORT

Salary Basis

\$42,900-\$59,800 (based on years of experience) + \$2,400/month housing allowance

Benefits

Salary plus Benefits (per conference guidelines)

The benefits we offer are life, disability, health and dental insurance. A Flexible Benefit Plan for medical and dependent care is available. We also provide paid time off for vacation, continuing education, and sabbatical leave. The church covers Social Security offset and make contributions to the PBUCC annuity fund. Mileage and other expenses, including continuing education, are reimbursed.

What is the expected living situation for your next minister

We would prefer that our next minister lives in the Greater Mankato Area but are open to discussion on the topic and entertaining other options.

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

The Minnesota Conference UCC offers clergy retreats, conferences and webinars, as well as continuing education through the Damascus Project (<https://www.uccmn.org/>) The UCC clergy in the Minnesota River valley meet monthly at our church. Prior to the start of Covid-19, a group of ministers in Mankato met regularly for professional support and community ministry.

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

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

- Support each person's search for an authentic relationship with God, meeting individuals where they are on their spiritual journey and emboldening them to declare their faith.
- Build a welcoming and caring community that provides ample ways for people of all ages to participate, connect, and be nurtured.
- Use our collective resources to respond to God's call for justice.

First Congregational is a faith community that cares for each other in and outside the church building. Our prayer is that our next minister will help every individual see ways to positively

be involved in the church projects, programs, and activities. To help each person identify their God-given gifts and how those gifts can be utilized within our church community and the greater world community. Through book studies, Bible studies, Learning Gatherings, and Minnesota UCC Conference opportunities, the minister can be a partner with our Ministry Teams in identifying and targeting missions that directly lead to paths of service. The minister can help members of our Ministry Teams keep focused on what is important to being a community that listens to each other, takes time with each other, praying together, and putting our love and concern into action as Jesus taught all His followers. In addition, the minister encourages members of those Teams to coordinate projects and work together so the “load” is “lighter”. We also look to our next minister to help provide a service that is joy-filled, and promotes well-being and gratitude.

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

Pre-Covid-19 our church helped serve meals at the Salvation Army, opened our fellowship hall for usage by many different local groups, tutored students from within our Muslim community, hosted community events to support being good stewards of the environment. We buy shoes for CADA youth (children staying at a local domestic abuse shelter). Through the Pastor’s Discretionary Fund we provide food vouchers, socks, gas cards and other financial assistance to those in the community who are in need. We support efforts of Connections Ministry to help those who are homeless in Mankato. We are just finding our way to re-engaging with our local community and we envision our minister being a voice of representation within our community with charisma and presence that draws people to our church as well as provides a bridge to other faith communities and connects us with opportunities to be a faith community of generosity. Our church has a long history of supporting students in Guatemala and in taking mission trips with Common Hope. In 2019, we became an Immigrant Welcoming church. In the post-Covid-19 world, we look to extend this welcome more extravagantly.

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

When our congregation was asked what having a diverse congregation meant to them, the responses were varied, but there was a consistent desire to use language that supports all people feeling welcome. One respondent put it in powerfully simple terms, “I can’t be part of a church that doesn’t believe that God loves everyone.”

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.

- Exhibiting a commitment to the core values of the United Church of Christ: continuing testament, extravagant welcome, and changing lives.
- Demonstrating excellent communication skills.
- Respecting the dignity of all God's people.
- Leading faith formation effectively across generations.



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)

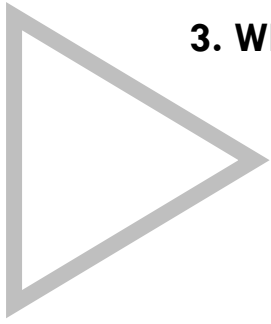
Who is God calling you to become as a congregation?

We surveyed our congregation asking this question and received many different answers. Several overall themes emerged:

- God is calling us to live and act on the theme that All Are Welcome in everything we say and do and to be an example in the community as a safe and welcoming place for worship for all
- God is calling us to be a progressive, liberal place of faithful people working to be the hands and feet of Jesus as we work to make a more just world for all
- God is calling us to be a member-driven congregation with a strong lay leadership

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

One of our biggest challenges is how to re-energize our members and our mission as we emerge from the world of Covid-19. We see this time as an opportunity to re-evaluate who we are, what we are being called to do, and to put that call into action. We have become increasingly aware over the last year of the great economic injustices in our local community and are feeling a pull to focus our attentions there.



3. WHO ARE WE NOW?

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

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

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation’s life of faith.

We strive to be a community of faith that is forward thinking and progressive. We do this with the goal of being open and affirming to all people. We welcome new people and honor where they are in their faith journeys. We strive to show love, kindness, generosity, and grace to all we meet. In worship, God is often described as loving, always present, the beginning and the end, the Comforter, and the One who seeks us. God listens to our prayers and guides us in our actions so that we can go out into the world and “shine” His light on others. The Holy Spirit guides the members of our church in an open and nurturing environment. Members know they can safely share ideas for open discussion and different perspectives. The Holy Spirit guides us as we learn about each other and pray for other’s needs.

Describe several strengths or positive qualities of your congregation.

We are not afraid to tackle tough decisions. Our strong Ministry Teams are organized and flexible. Since Covid-19, many are choosing to stay with Zoom Meetings. We care for each other and support each other through life changes as they occur and strive to approach situations with optimism. We have strong relationships and community partnerships. These help us keep a finger on the pulse of the needs of the community. Where there is a need, we respond.

Describe what worship is like when your congregation gathers.

We gather in an intimate sanctuary. Our order of service includes prayers, reading of scriptures, great music, children’s moments, the sermon and church related announcements. Congregants are invited to openly share joys and concerns during prayer time. The first week of the month is Communion Sunday. The order of worship is consistent from week to week, with active participation from laity. Our services are live-streamed via a private link for those who are unable to join in person. We have a small nursery located near the sanctuary. The worship

service can be heard in the nursery via a loudspeaker. We have volunteers who will oversee young children for those parents who prefer their children not attend worship with them.

Baptism takes place in the front of the sanctuary near the Baptismal Font. It includes the Pastor, a leader from the Deacons, parents, child, siblings, and godparents. The Pastor carries the child out to the congregation and introduces the child to the church. The members of the congregation welcome the child, pray for the child, and make a promise to be the church family that stays involved with helping the child grow in his/her faith journey. The congregation gives the child a quilt with the name of our church on it.

We would describe good preaching as: clear and concise sermons that can be brought with the listener into the week. Good sermons encourage the congregation to search deeper into themselves and their relationship with God.

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

Children and youth are encouraged to be involved in the church as an acolyte, musician, liturgist, Communion server, usher, and mentor to younger children. Older youth attend youth gatherings developed by the MN UCC Conference. We have had youth join others in attending the Washington, DC Youth Event.

The Children's Faith Learning Community (Sunday School) meets year-round for those in Preschool – Grade 5. Children stay in worship for the monthly Communion Service. We currently use the *Sparkhouse Online Curriculum* for weekly Bible lessons.

Youth Grades 5-7 meet monthly. Each evening begins with a meal and then moves into the class setting. Volunteers from the congregation help facilitate this class. The Pastor meets monthly with the confirmands. Six youth are currently working through their Confirmation Class. 4 youth attended the Conference Youth Event. During the church year, the confirmands will participate in all aspects of "being a member of the church." They will listen to and respond to weekly sermons, attend a Ministry Team meeting, get to know the church building, and participate in leading worship.

Our church has a history of holding adult Bible studies and book groups, but Covid-19 interrupted it. We look forward to resuming these groups.

Describe how your congregation is organized for ministry and mission.

We have a Church Council that acts as the executive body of the church. The Church Council is made up of the Moderator, Pastor, At-Large Member, and one person from each Ministry Team

or Task Force. This list includes: Transition Team, Mission Team, Worship Team, Faith Formation Team, Deacons, Facilities, Trustees, Memorial, and Endowment. Sub committees of the Mission Team include: Creation Justice, Fair Trade, Immigrant Welcoming, and Open & Affirming.

We struggle getting back to pre-Covid-19 activities, or even trying to figure out what the “new normal” may be for our church. We may find that we can be just as effective doing our projects and meetings in new ways.

- **When it comes to decision-making, how many hours are spent in meetings per month?**

Our church averages 10-12 hours a month in meetings with various committees. The pastor regularly attends most of the meetings.

- **Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?**

When we had to make changes quickly due to Covid-19 lock-downs and restrictions, the Pastor worked with the Worship Team and the Church Council to ensure that worship for our congregation continued. The Church Council formed a Covid-19 Task Force to meet the unknown needs that would be ahead of us.

When we were able to come back together in small groups, we did so following safety guidelines as set up by the state and the local church Covid-19 Task Force.

- **Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church’s activity and governance?**

Yes

3b. 11-YEAR REPORT

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



Church#: 360880

Assoc: 434

Schedule: 0

First Congregational UCC

Mankato

MN

56001

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2011	204	100	36	0	0	0	0	0	0
2012	204	100	36	0	0	0	0	0	0
2013	188	64	35	0	0	0	7	9	-16
2014	180	85	83	0	0	14	9	0	5
2015	214	85	83	6	1	34	7	0	34
2016	223	85	53	4	0	9	4	0	9
2017	223	85	70	7	0	4	8	0	3
2018	228	85	76	2	0	9	6	0	5
2019	238	90	75	0	0	17	5	2	10
2020	243	90	75	2	0	8	5	0	5
2021	243	90	75	0	0	0	0	0	0

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2011	\$238,022	\$0	\$10,428	\$4,095	\$14,523	\$0	\$14,523	4.38	\$252,545	\$0
2012	\$238,022	\$0	\$10,978	\$5,488	\$16,466	\$0	\$16,466	4.61	\$254,488	\$0
2013	\$188,685	\$0	\$12,192	\$4,042	\$16,234	\$3,208	\$19,442	6.46	\$208,127	\$206,283
2014	\$216,334	\$0	\$12,192	\$5,511	\$17,703	\$0	\$17,703	5.64	\$234,037	\$200,564
2015	\$215,382	\$17,627	\$12,963	\$8,034	\$20,997	\$2,387	\$23,384	6.02	\$256,393	\$212,625
2016	\$217,352	\$33,245	\$12,909	\$8,154	\$21,063	\$4,754	\$25,817	5.94	\$276,414	\$217,183
2017	\$243,102	\$0	\$9,383	\$9,418	\$18,801	\$0	\$18,801	3.86	\$261,903	\$227,356
2018	\$223,848	\$0	\$18,733	\$6,445	\$25,178	\$3,553	\$28,731	8.37	\$252,579	\$237,397
2019	\$247,537	\$0	\$17,892	\$4,253	\$22,145	\$4,608	\$26,753	7.23	\$274,290	\$255,710
2020	\$260,639	\$0	\$16,833	\$5,424	\$22,257	\$7,763	\$30,020	6.46	\$290,659	\$254,205
2021	\$260,639	\$0	\$17,845	\$4,701	\$22,546	\$0	\$22,546	6.85	\$283,185	\$0

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2016-2021	8.97	5.88	41.51	-100.00	-100.00	19.92	7.04	2.45
2011-2021	19.12	-10.00	108.33	0.00	0.00	9.50	55.24	12.13

Please note: Zero values ("0" or "\$0") may reflect missing information in some years. Christian Education/Faith Formation refers to Church School Enrollment for all figures before 2007.

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	168	
Number of active non-members:	30	X
Total of church participants (sum of the numbers above):	198	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	74%	Best Estimate
Less than 10, more than 5 years:	17%	
Less than 5 years:	9%	

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>
7%	3%	8%	4%	7%	9%	10%	25%	25%	Best Estimate

Percentage of adults in various household types:

			<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	5%		Best Estimate
Households with minors:	12%		Best Estimate
Single adults age 35-65:	20%		Best Estimate
Joint households with no minors:	4%		Best Estimate
Single adults over 65:	59%		Best Estimate

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	4%	Best Estimate
College:	51%	
Graduate School:	36%	
Specialty Training:	9%	
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	34%	Best Estimate
Adults who are retired:	53%	
Adults who are not fully employed:	13%	

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

There is a diversity of occupations within the church community; from educators, business leaders, medical professionals, artists, engineers, lawyers, entrepreneurs, to bakers, builders, and care givers.

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?

We are a congregation made up of almost all Caucasian members. When we talk about diversity we are referencing diversity in ages, social status, employment background, sexuality, education, and personalities.

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

We have not.

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?
Adult Groups or Classes		Prior to Covid-19, we had adult book studies that met monthly. Various work groups (Fair Trade, Creation

		Justice, etc) do workshops several times/year.
Baptisms (<i>number last year</i>)	0 in 2021	Pastor and families
Children's Groups or Classes	5-10 children/week in Sunday School	Faith Formation Director and Faith Formation Team
Christmas Eve and Easter Worship	110	Worship Ministry Team & Pastor
Church-wide Meals	25-60	The congregation at large takes turns planning monthly meals out in the community. Various lay leaders plan breakfasts and post worship meals throughout the year.
Choirs and Music Groups	5-10	Our choir was disbanded at the start of Covid-19 and has not yet resumed singing at worship. We have small music groups that participate in Sunday worship, working with the Worship Ministries Team and Music Director.
Church-based Bible Study		We have not yet resumed Bible studies since Covid-19.
Communion (<i>served how often?</i>)	50	Communion is served monthly and is planned by the Deacons and Pastor.
Community Meals		
Confirmation (<i>number confirmed last year</i>)	3 in 2021	Pastor and families
Drama or Dance Program		
Funerals (<i>number last year</i>)	1 in 2021	
Intergenerational Groups		
Outdoor Worship	50	Worship Ministries, Pastor
Prayer or Meditation Groups		

Public Advocacy Work	10-30	Various Work Groups (Fair Trade, Creation Justice, Open and Affirming)
Retreats		
Theology or Bible Programs in the Community		
Weddings (<i>number last year</i>)	0 in 2021 1 in 2022	Pastor and couples
Worship (time slot: 9:30)	50-120	Pastor, Worship Ministries
Worship (time slot: _____)		
Young Adult Groups or Classes		
Youth Groups or Classes	10	Faith Formation Director, Pastor
Other		

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)
Hank Campbell	no	NA	NA	Y
Tim Berg	no	NA	NA	Y
Richard Celley	no	NA	NA	Y

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:

None of the retired ministers that hold membership in our church have any formal role in the life of the congregation other than participating as they desire.

**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
Interim Pastor – Rev Dr Elizabeth Mahan	yes	FT	Moderator	Started Feb. 2022
Office Coordinator – Diana Stoll	no	PT	Pastor and Personnel Committee	3 years
Financial Secretary Donna Sandon	no	PT	Pastor and Personnel Committee	13 years
Bookkeeper Lyn Dauffenbach	no	Volunteer	Personnel Committee	Started 1/1/2022
Faith Formation Director – Pat Thompson	no	PT	Pastor and Personnel Committee	25 years
Music Director – Diana Stoll	no	PT	Pastor and Personnel Committee	4 years
Videographer – Michelle Roche	no	PT	Pastor and Personnel Committee	2 years
Organist – Diana Stoll	no	PT	Pastor and Personnel Committee	7 years

REFLECTION

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

Reflecting on the above has shown us that we are lacking in a few key areas, namely in our adult faith formation in the form of prayer groups and Bible studies and in our community outreach. We hope to be able to address this in the future.

3e. CHURCH FINANCES

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

Source: 2022 Budget Presented in 2021 Annual Report	Amount
Annual Offerings and Pledged Giving	\$233,308
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$9,824 (2021)
Endowment Draw (<i>beyond what is permitted by spending policy, “drawing down the principal”</i>)	\$0
Fundraising Events	\$0
Gifts Designated for a Specific Purpose	\$0
Grants	\$0
Rentals of Church Building	\$500
Rentals of Church Parsonage	\$0
Support from Related Organizations (<i>e.g. Women’s Group</i>)	\$0
Transfers from Special Accounts	\$0
Other (specify):	\$
Other (specify):	\$
TOTAL	\$243,132

Current annual expenses (dollars budgeted for most recent fiscal year): \$271,775

For a number of years we have approved a deficit budget at our annual meeting and to date have not had a problem covering the deficit or meeting and sometimes exceeding the expenses during the year. Budget adopted at Annual meeting, January 2022:

First Congregational United Church of Christ of Mankato					
2022 Proposed Budget					
					2022
Revenues					
	Pledges				\$ 198,308.00
	Loose				\$ 35,000.00
	Building Use				\$ 500.00
	Total Revenues				\$ 233,808.00
Expenses					
Personnel					
	Pastor's Compensation				
50112	Salary		\$ 54,010.00		
50116	Housing Allowance		\$ 21,531.00		
	Subtotal - Base Salary			\$ 75,541.00	
50113	Annuity/Pension (14% line 1&2)		\$ 10,576.00		
50115	Social Security (7.65% line 1&2)		\$ 5,779.00		
50117	Disability Insurance (1.5% line 1&2)		\$ 1,133.00		
50114	Health Insurance (Allowance)		\$ 4,686.00		
50122	Dental Insurance (Allowance)		\$ 500.00		
	Subtotal			\$ 22,774.00	
50118	Continuing Education		NA		
50121	Travel & Mileage		\$ 2,000.00		
50119	Other Professional Expenses		\$ 600.00		
50123	Sabbatical Expenses		NA		
	Subtotal			\$ 2,600.00	
	Total Pastor's Compensation				\$ 100,915.00
	Non-Clergy Staff				
50310	Office Coordinator		\$ 19,913.00		
50370	Assistant Office Coordinator		\$ 929.00		
50375	Bookkeeper		\$ 3,688.00		
50320	Christian Education Coordinator		\$ 7,000.00		
50330	Music Director		\$ 10,606.00		
50380	Videographer		\$ 12,690.00		
50350	Financial Secretary		\$ 2,173.00		
	Subtotal			\$ 56,999.00	
50921	Staff Development		\$ 400.00		
53520	Workers' Compensation		\$ 1,000.00		
50920	Social Security Payroll Tax (6.2%)		\$ 3,331.00		
50910	Medicare/Disability Payroll (1.45%)		\$ 779.00		
	Subtotal			\$ 5,510.00	
	Total Non-Clergy Compensation				\$ 62,734.00
	Total Personnel Expenses				\$ 163,649.00

[illegible]

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.

None projected.

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

Year(s)	Purpose	Goal	Result	Impact
2016	Roof Repair/Re-shingle	\$30,000	\$33,900	Roof was repaired/re-shingled on church building.
		\$	\$	

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

2016 Capital Campaign was initiated to repair roof of church facility.

Does your church have an endowment? Yes.

What is the market value of the assets? \$796,188.77 (as of 9/30/2022)

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

Regularly. Per the endowment board policy, an annual withdrawal based on 4% of the last 3 years average balance in the fund. The Memorial Board distributes funds via application process.

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

Proceeds drawn vary with return on investment variations.

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

No endowment proceeds have been used to meet operating budget expenses to date.

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

Following the endowment fund policy of drawing funds at a rate of 4% of the last 3 years average balance in the fund, the fund should last indefinitely.

Please comment on the above calculations or estimates:

First Congregational UCC is blessed to have Endowment Funds available which have been a great tool to fund Mission Team needs.

Other Assets

Reserves (savings): \$236,133 – checking /savings

Investments (other than endowment): \$0

Endowment: \$796,188.77

Does your church have a parsonage? No

Describe all buildings owned by the church: New church structure built in 2002, all space handicap accessible. Storage garage also located on church property.

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

Which spaces are accessible to wheelchairs? All spaces wheelchair accessible.

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

The annual budgeting process is spearheaded by the Board of Trustees. During this process each team is asked to evaluate their upcoming needs for the next calendar year. Each team then completes their budget and shares that information with the Board of Trustees. As this information is being received, the Board of Trustees also initiates the annual stewardship campaign. Through that process the parishioners are asked to consider their gifts of time and talent for the upcoming year. If they care to pledge the amount of financial gifts, the Trustees collect this information and incorporate it into the budget planning process. Depending on pledge responses and past year performance the budget is adjusted if needed and prepared for consideration at the annual meeting.

A new ministry initiative the church has financed recently is the formation of an Endowment Fund which is set up to fund mission related activities from the interest proceeds from the investments. Per the Church Bylaws, funds distributed from the Endowment are to fall into the categories of Faith Formation, Community service and outreach, and wider mission of the United Church of Christ

3f. HISTORICAL INFORMATION

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

- 1) Between the years 2012-2014 our church in quick succession saw the retirement of our long-time settled pastor (Pastor Al, who served for 20 years), the service of an interim pastor (Pastor Gary), the call of a new settled pastor (Pastor Deb) followed quickly by her death. This required our congregation to grow and stretch in many ways, including strengthening our lay leadership.
- 2) The adoption of our Open and Affirming Stance in 1994 was the beginning of adopting many faith statements that help define who we are as a people, including Fair Trade, Creation Justice, and Immigrant Welcoming.
- 3) The most important event in the life of our church in recent history was Covid-19 pandemic, which changed the ways in which we gather for worship, meetings, social time, and faith formation. In many ways, we are still not “back to normal.”

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

Like so many other churches, the Covid-19 pandemic brought with it major changes in how we “do church”. We disbanded our choir and laid off our choir director, hired a videographer, started livestreaming all of our services, did committee and congregation meetings over Zoom, and started outdoor services when the weather permitted. We have been back to in person worship for some time now, but still have an average of 25-30 households joining us via our livestream. Many committee meetings are still conducted over Zoom.

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.

We do not have any formal policies or procedures in place for dealing with conflict. We do note that as a congregation, we have a tendency to avoid or ignore conflict. We then move on without following through to resolution. It is our hope that our new settled pastor will help guide us through better conflict resolution practices.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Pastor Al Thompson (Senior Pastor)	1991-2011	Y
Pastor Gary Titusdahl (Interim Pastor)	2011-2013	Y
Pastor Lynn Strandt (Associate Pastor)	2007-2012	Y

Pastor Deb Celley (Senior Pastor)	2013-2014	Y
Pastor Dana Mann (Senior Pastor)	2014-2021	Y
Pastor Judith Youngman (Bridge Pastor)	2021-2022	Y
Pastor Elizabeth Mahan (Interim Pastor)	2022-present	Y

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

We have learned that we, as a congregation, in partnership with the pastor, want to share responsibility for having a strong lay leadership and not lay all the responsibilities of the work of the church on our pastor. During this interim time, we are working on doing a better job of sharing the work of the church among the members.

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

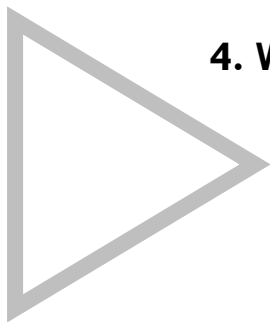
No

Has your church been involved in a Situational Support Consultation?

No

Has a past pastor been the subject of a Fitness Review while at your church?

No



4. WHO IS OUR NEIGHBOR?

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

a. COMMUNITY VISION

b. MISSION InSite

4a. COMMUNITY VISION

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

Our church has many strong relationships with local and international organizations, including Common Hope missions in Guatemala, CADA, Connections Ministry, the local ACLU, work on immigration justice (including trips to the Arizona border), our community garden (in which we grow food for the local food shelf), and work on environmental advocacy in our local community, state, and nationally. These relationships are primarily developed and maintained by the congregation. The pastor has historically been involved in these as well and we would like to see that continue with our next settled pastor.

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

We regularly have delegates attend the MN Conference Annual Meeting. Our members serve on Conference boards and committees. Our youth regularly participate in MN Conference gatherings and activities. Our church is widely known for active participation in MN Conference activities. Our church also sent four delegates to General Synod in 2019.

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

☐ Accessible to All (A2A)

☒ Creation Justice

☐ Economic Justice

☐ Faithful and Welcoming

☐ God Is Still Speaking (GISS)

☒ Border and Immigrant Justice

☐ Inter-cultural/Multi-racial (I’M)

☐ Just Peace

☐ Global Mission Church

☒ Open and Affirming (ONA)

☐ WISE Congregation for Mental

Health

☐ Other UCC designations: ☐ None
☐ Designations from other denominations

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?

As a congregation we have not formally decided if we want to work towards any of the above statements, with the exception of Open and Affirming which we voted to adopt in 1994. We as a congregation regularly engage in discerning advocacy and ministry endeavors in our local and global communities. We are always trying to figure out where God is calling us next. We are currently becoming interested in topics around the idea of economic justice in our local area.

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

Prior to Covid-19, we had well-established relationships with other faith groups in our community. We would regularly come together for interfaith Thanksgiving services, Martin Luther King Jr services, ACLU events, and sharing VBS programs with other local churches. Many of these were put on hiatus during Covid-19, and we look forward to starting them up again.

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.

Our mission is "to be a progressive Christian community of faith that experiences and embodies God's love, generosity, and uniting grace." We endeavor to apply this mission in all we do together as a congregation.

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

Our pastor works both in our church and in the wider community. We expect and encourage our pastor to participate in community engagement and advocacy.

4b. MISSION InSite

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

As we look at our MissionInsite report, we noticed several things, some expected and some surprising. We see that the Mankato area is a majority white/non-Hispanic at 88%, but that the populations of Asian, Black, Hispanic and Native Americans are all projected to increase over the next 5 years. We see that our community population is growing, especially in the school-age children population. We also note a growing number of single-parent households in our community. There are many opportunities for our church to embrace these trends, including bringing in more families with school-age children.

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 situated very near the Minnesota State University-Mankato campus, which has a student population of 14,000 and 700 teaching faculty. As a congregation, we trend older and whiter than both our adjacent neighborhoods and other neighborhoods in our community. We have a smaller percentage of school-age children in our congregation than the community at large. We note that our members' reasons for seeking a church and major life concerns are similar to our community at large. We want warm and friendly encounters, quality sermons from our faith community, and have concerns about the ongoing impact of Covid-19, social and political discord, and racial injustice.

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

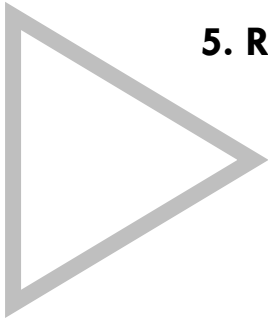
We learned in the process of working on this document that there is a mismatch between the demographics of the Mankato community and how we are shaping our ministry. We want to be intentional about ministering to our community. We want to be better about serving college students, young families, racial minorities, and single parent households. We are seeking a settled pastor who can help us do that.

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

In the Minnesota UCC Conference, we are known for our generosity and involvement. In the Mankato community we are known for historically having strong ties with the Islamic Faith Community, the LGBTQIA community/local PrideFest, the indigenous community, the local domestic abuse shelter (CADA), and many other local organizations. These connections waned to various degrees during Covid-19 and we want to start them up again.

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

New people in our church primarily cite two reasons for getting involved – either they were drawn by the UCC affiliation itself, or they were drawn by our Open and Affirming stance. New people also comment on our warm and welcoming manner and that it is easy to get involved.



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

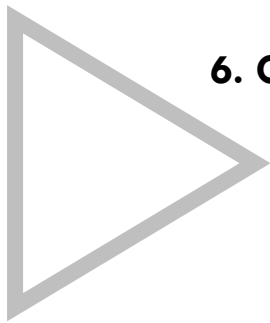
Rev. Ava Adams-Morris / Pastor / Zoar United Church of Christ, Waldorf, MN
(507-380-7233 / kreolelady@aol.com / Former member)

REFERENCE 2

Rev Dr. Elizabeth "Liz" Mahan/Intentional Interim Minister/First Congregational UCC,
Mankato, MN
(507-387-6592 / pastorliz@mankatoucc.org / Current Intentional Interim Minister)

REFERENCE 3

Julio Zelaya/ Community Engagement Director / American Civil Liberties Union of MN
(507.380.9838 / jzelaya@aclu-mn.org / Community Outreach contact)



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:

Colossians 3: 12-15

¹²As God's chosen ones, holy and beloved, clothe yourselves with compassion, kindness, humility, meekness, and patience. ¹³Bear with one another and, if anyone has a complaint against another, forgive each other; just as the Lord has forgiven you, so you also must forgive.

¹⁴Above all, clothe yourselves with love, which binds everything together in perfect harmony.

¹⁵And let the peace of Christ rule in your hearts, to which indeed you were called in the one body. And be thankful.

6b. STATEMENT OF CONSENT

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

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

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile? (*for example, church council or consistory, transition team, etc.*)
Transition Team of eight members; the congregation via surveys and a church timeline; a membership subcommittee; our Interim Pastor; and the Church Council._
2. Additional comments for interpreting the profile:

Signed: Jerry Peterson/Chair of Transition Team/11/1/22

6c. VALIDATION BY CONFERENCE/ASSOCIATION

The congregation is currently in good standing with the association / conference named.

Staff Comment:

To the best of my knowledge, ministerial history information is complete.

Staff Comment:

To the best of my knowledge, available church financial information is presented thoroughly.

Staff Comment:

My signature below attests to the above three items.

Signature: Rev. Kelly A. Gallagher

Name / Title: Associate Conference Minister

Email: kellyg@uccmn.org

Phone: 413.210.1124

Date: 11/16/2022

**UNITED CHURCH
OF CHRIST**



This document is created through support to Our Church's Wider Mission (OCWM) and is only possible through the covenantal relationships of all settings of the United Church of Christ.

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

