



Minnesota Conference  
UNITED CHURCH OF CHRIST

**INTERIM/TRANSITIONAL POSITION POSTING**

LISTING INFORMATION

SCOPE OF WORK

COMPENSATION & SUPPORT

WHO IS GOD CALLING TO MINISTER WITH US?

**LISTING INFORMATION**

**Church Name:** Granite Falls United Church of Christ (Congregational)

**Street Address:** 210 9<sup>th</sup> Ave, Granite Falls, MN, 56241

**Supplemental web links:** <https://granitefallsucc.org>

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

**Conference:** Minnesota

**UCC Conference Staff Contact Person:**

Rev. Cindy Mueller

Minister for Congregations in Transition

612.871.0359 ext. 5

[cindym@uccmn.org](mailto:cindym@uccmn.org)

**Summary Ministry Description:**

*In a short paragraph, reflect on where your church is currently and name three things you wish to have the congregation and your interim work on during this time of transition.*

The Granite Falls United Church of Christ (Congregational) is located just one block from the scenic and historic Minnesota River in west central Minnesota. The church has been a contributing fixture in the community since the very early days of settlement and in 2022 we celebrated our 150<sup>th</sup> anniversary.

Currently we have 80 members. Our active membership is primarily of retirement age and a youthful presence is virtually absent. Sunday mornings there are generally about 20 in attendance. Despite these demographic limitations, our church is fortunate to have important assets. We have a beautiful, well-equipped and well-maintained church building, we are able to meet our local financial obligations and give generously to support missions of the wider church and local missions. We own investments valued somewhere in the neighborhood of a quarter of a million dollars. Use of those investments is restricted by our by-laws, but those funds will certainly figure prominently in our future. Our members have a strong bond that has helped us support each other and the community in times of crisis--including two major floods and a severe tornado in the last 27 years. That same spirit of cooperation for a

common purpose is apparent when we invite the community into our church for our annual meatball dinner.

We seek bridge leadership to help us discern a realistic path into the future. We need help making our church's presence and involvement in the community more visible. We need to be more conscious of different viewpoints, beliefs and values and to simultaneously work on more open and empathetic communication to bridge these differences. Following the covid-19 pandemic we find ourselves missing members that have become less active and look for ways to draw them back into more active participation. Most of our members are experiencing the trials and uncertainties of age. We look for comfort and assurance.

Our congregation is looking for a half time pastor that would not only lead us on Sunday morning but would enjoy leading an additional bible study group that has been active for many years. Someone that can do some visitation and bring communion to those who can't make it to church on Sunday is also important.

**What we value about living in our area (2 – 3 sentences):**

Local needs stare us in the face. Our church is located across the street from the very busy local food shelf and we support it generously. In the same way, community health care issues encourage us to support the Home Block Nurse Program and deliver Dinner at Your Door on a rotating basis. Various community groups not affiliated with the UCC use church space during the week. Our contributions in the local area are visible and valued.

**Current size of membership:** 80

**Languages used in ministry (other than English):** None

**Position Title:** ½ time transitional pastor

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

½ Time (20-25 hrs. a week)

**Does the total support package meet conference compensation guidelines?**

No.

**SCOPE OF WORK**

**20-25 hours weekly / 5-6 units**

- Prepare, craft and lead Sunday worship.
- Craft and officiate at church weddings and funerals/memorial services /graveside services of church members.
- Provide pastoral care to those hospitalized, grieving, in crisis (in person as needed) of church members.
- Attend the governing body's meetings and prepare a written report of the ministry carried out by the minister since the last meeting.

## Core Competencies:

*(List three core competencies that you imagine could be foundational in your next minister's relationship with the church.)*

- Personable/Approachable
- Caring/Empathetic
- Thoughtful/Insightful

## COMPENSATION AND SUPPORT

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**Salary Basis** *(equal to Cash Salary plus Value of Parsonage OR Housing Allowance):*

\$ 33,825 (annual salary & annual housing) – this is based on step E of experience at ½ time (\$23,712) in the conference compensation guidelines for 2023, a housing allowance (\$ 7,113) and \$3,000 to go towards a benefit package (the minister can place these dollars toward salary, housing allowance, SS off-set, pension/annuity or UCC insurances as best fits their circumstances).

**Benefits:** *(Make detailed list of benefits you can include in the package based on conference guidelines.)*  
See above.

## Comment on the residential/commuting expectations for your interim/transitional

Commuting from their home. Unless the commuting distance is short and manageable, it is presumed that one overnight stay at a hotel per week will be necessary & paid for by the church.

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

There is currently no local ecumenical association of community churches.

The MN Conference UCC offers:

- The Minnesota Conference (UCC) offers many opportunities to gather and serve.
- Ministers in the Minnesota Conference are invited to participate in the annual Fall Retreat at a central location.
- Outdoor ministry opportunities are offered for youth and adults throughout the state. Some of these are for refreshment, fellowship and enrichment.
- Faith Formation (*FourThursday*) monthly events throughout the program year are offered in a hybrid format (in person at United Theological Seminary or via Zoom) for up-to-date information and resourcing in the ministry of faith formation – open to laity and clergy. With a free lunch!
- Excellent resources to Clergy in Minnesota are the seminaries in the Twin Cities – United Theological Seminary, St. Paul (a closely related UCC seminary), Luther Seminary (ELCA).
- Authorized Ministers and lay leadership are encouraged to participate in the Annual Meeting of the Minnesota Conference (UCC) at The College of St. Benedict in St. Joseph, MN (near St. Cloud) on the second weekend of June.
- Courses, webinars are provided by the conference and national setting of the UCC.
- Courses offered to maintain Boundary Training (every 3 years) and Anti-Racism training (every 2 years) are offered in a variety of formats, locations and throughout the year.

- Covenant Days are held throughout the conference to gather regional clergy for a time of fellowship, worship and learning w/the MN Conference staff.
- A lay & ordained program for continuing education – *The Damascus Project* – offers courses throughout the year. This is a partnership with the WI Conference UCC.
- UCC clergy whose churches reside a particular area meet monthly for cluster meetings.
- Support of conference staff and committee on ministry.

## WHO IS GOD CALLING TO MINISTER WITH US?

*Describe at least three ministry goals for this interim time; things you'd like to learn and ways you'd like to grow in preparation for welcoming a settled minister.*

1. We look for guidance on what we can realistically expect our future to look like.
  - We need to distinguish between our near-term goals and expectations and our long-term goals and expectations.
  - For our long-term expectations we may need to explore the possibility of becoming a legacy church and plan for how our assets could be managed for future good.
2. We need to become more attentive to different priorities and beliefs among our membership, communicate more openly and listen more carefully and empathetically.
3. We consider our church to be welcoming to members and visitors alike, but we would like to create an even warmer welcoming reputation and build a more diverse membership.

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

- Pastoral leadership with conference authorization, even in the short-term, would instill confidence among our membership and strengthen individual commitment.
- Instilling a degree of confidence in a longer-term role for our church, even if it is as a legacy, will encourage us to look beyond our immediate concerns and plan appropriately.
- Personable, empathetic and prayerful visitation, especially for those that are limited by health concerns or other personal struggles, would help to build a more unified and inclusive church identity.
- Open and respectful communication can make our church more welcoming.
- New ideas and fresh approaches can inspire enthusiasm, greater visibility and greater impact.

## 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 Position Posting?
  - A committee of five worked to create the first draft of our profile.
  - The profile draft was presented to the church council asking for their suggestions.
  - Every Thursday morning our church hosts an informal coffee hour that is attended by a variable cross-section of our most active members. Their input was also solicited.
  
2. Additional comments for interpreting the profile:
  - We can be flexible and willing to negotiate.

Signed: *John Butterbrodt* , Moderator

Date: 9/12/23

### VALIDATION BY CONFERENCE/ASSOCIATION

The congregation is currently in good standing with the Minnesota Conference.

My signature below attests to the above item.

Signature: *Cindy Mueller*

Name / Title: Rev. Cindy Mueller; Minister for Congregations in Transition

MN Conference United Church of Christ

Email: [cindym@uccmn.org](mailto:cindym@uccmn.org)

Phone: 763.439.3952 (cell), 763.515.3281 (landline)

Date: 9/12/23

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*