

# PROFILE

Congregational Profile for the Associate Pastor Position

2020

## Peace United Church of Christ

1503 2nd Avenue NE  
Rochester, MN 55906  
507.282.6117  
[www.peacechurchucc.org](http://www.peacechurchucc.org)



### Welcome to Peace Church

*We are a progressive community in the heart of Rochester - an inclusive church that embraces God's love for all people. Jesus was all about that love...and we are too.*



This document prepared by the Pastoral Search Team and Church Council



*"God can pour on the blessing in astonishing ways so that you're ready for anything and everything, more than just ready to do what needs to be done."*

(2 Corinthians 9:8)

## **Make yourself at home at Peace United Church of Christ Rochester, Minnesota**

On Sunday morning, one encounters a warm, inviting welcome and a sense of belonging. Little ones maneuver their way through the maze of people while our many teen members spread throughout the building. The high level of energy, attention, and acceptance of our children and teens is apparent. Among the people, one hears sounds of joyous laughter as people share stories of celebration. The happy sounds are mingled with tender words of support to those who are hurting. All around, there are embraces that express to all of our friends at Peace Church that they are not strangers, but members of an extended family.

At our worship, one hears the joyful litany of announcements celebrating the incredible outreach and missions of Peace Church. The vibrant energy in worship provides a sense of motivation and renewal for those who participate. The sanctuary is filled with beautiful music lifted up by our many church musicians, our congregational singing, and the amazing talents of our choirs and praise teams. The constant movement, participation, and joyful noise of our children adds to the welcome in our worship services. Having children present in worship helps to create a comfortable, relaxed environment at both the traditional and contemporary services. Children feel comfortable at our Prayer Place space in our sanctuary, which was designed to give our youngest members a place to color, play, and interact during the worship services. If families prefer, there is nursery care available.

The morning messages are applicable to current events, inclusive, empowering, and challenging and are all designed to inspire the congregation to share the radical Good News of God's open and affirming love with all people in new and powerful ways.

Following the worship services, one can experience fellowship time from 9:45-10:45a or lunch after the 11:00a service. Between services, Faith Formation is provided for children, youth, and adults. Faith Formation provides opportunities for our children, youth, and teens to develop theological understandings and to experience Jesus' message. Our Faith Formation philosophy is to create a safe environment where questions of exploring one's faith are welcome and freely asked. It also encourages opportunities to build positive intergenerational relationships that provide a strong Christian faith foundation. Special intentionality is made to weave each Sunday's theme together in all aspects of our Sunday morning (eg, Children's Message, Faith Formation, songs, etc).

A wide range of ministry opportunities exist at Peace Church. Included in these ministries are Bible studies, small groups, diverse music, local missions and outreach, international and UCC mission involvement, and a strong commitment to social justice action and advocacy. As a result of the incredible ministry by so many at Peace Church, many lives are changed and transformed, and our church family continues to grow.

At Peace Church, we continually welcome visitors and new members. As a result, our congregation has become younger and has a youthful spirit which brings new excitement, energy, blessings, and numerous possibilities for ministry to Peace Church and the wider community. We are a unique congregation who is willing to be bold, take risks, and welcome creativity. The empowerment and direction of the pastoral staff and the many lay people has strengthened the journey of Peace Church and greatly expanded all of our ministries. We continue to build on our strong faith foundation and invest in these, as well as in new ministries.

We hope you will prayerfully consider becoming a part of our Peace Church family!



# POSITION POSTING

## Listing Information

Peace United Church of Christ  
1503 2nd Avenue NE  
Rochester, MN 55901  
[www.peacechurchucc.org](http://www.peacechurchucc.org)  
<http://www.facebook.com/peaceuccrochester>

**Conference:** Minnesota

**Association:** Conference serves as Association

### **UCC Conference Contact Persons:**

Rev. Shari Presteman  
Conference Minister  
[sharip@uccmn.org](mailto:sharip@uccmn.org)  
800.684.1718

Rev. Anita Bradshaw  
Associate Conference Minister  
[anitab@uccmn.org](mailto:anitab@uccmn.org)  
800.684.1718

**Current Size of Membership:** 673 (does not include infants through Confirmation)

**Languages Used in Ministry:** English

**Position Title:** Associate Pastor

**Position Duration:** Settled

**Compensation Level:** Full-Time

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



## Ministry Description:

We are a congregation of family as opposed to a congregation of strangers. At Peace Church, we worship together, break bread together, laugh together, cry together, learn together, and walk hand-in-hand with each other no matter where we are on life's journey. Our church community is Open and Affirming (ONA). We believe strongly in social justice and living our faith outside of the church walls. We are seeking a full-time Associate Pastor who is engaging, joy-filled, and genuine – someone who will collaborate with our current staff and congregation in growing our church in faith and spirit. We are seeking a pastor who will partner with others to continue developing our children, teen, and young adult ministries as well as pursue their own passion for social justice and peace inside and outside the church.

Rochester is a unique, thriving city of 120,000 in southeastern Minnesota. Our city is consistently ranked as one of the best places to live in the United States. Rochester is known nationwide for Mayo Clinic. It's a city that has a small-town feel within an urban setting surrounded by agriculture and nature. It's a city that has something for everybody.

Rochester is a safe, family-centered community with excellent school systems and an exceptionally high quality of life. It continuously invests in itself through improvements in entertainment, dining, and outdoor recreation. Every year, Rochester hosts thousands of people from all over the world for employment or the world-renowned healthcare, both of which are offered by Mayo Clinic. Because of this, there is a strong focus on health and wellness as well as a growing number of multicultural and recreational activities and opportunities.





## Scope of Work

We are seeking a full-time Associate Pastor to assist in providing leadership with our church's children, teens, and young adults. The Associate Pastor should be ordained (or on the ordination track) and provide leadership in the development and evolution of the Faith Formation program for children, teens, and adults. The Associate Pastor will collaborate with the Senior Pastor for worship and preaching leadership opportunities. Our new Associate Pastor will engage in the full life of the church and partner with the Senior Pastor in leading weekly worship services in addition to other special and seasonal worship services. The Associate Pastor will assist the Senior Pastor in developing and carrying out a plan for assigned visitation and pastoral care.

We seek a person who will:

- Engage fully in the life of the church
- Passionately help others develop their spirituality as a life-long process
- Motivate and empower people to utilize their gifts
- Identify strongly with children and teens and advocate for their needs
- Exhibit a strong understanding of the United Church of Christ theological foundation and integrate it into various life situations
- Be an integral part of our pastoral staff, lay staff team, and church family

*"We seek a genuine person of faith who fully engages in the life and ministry of the church and comes to know and love the people with whom the ministry is shared."*

Areas of Leadership include:

- Provide spiritual and organizational leadership for:
  - Sunday morning children, teen, and young adult Faith Formation
  - Regular opportunities for musical and artistic participation of children and teens in worship
  - Youth groups and young adult programming including social events, service opportunities, mission trips, conferences, camps and associated fundraising

- Children and family ministry
- Small group development
- Children's messages during worship
- Continuous communication with church community through a variety of media
- Cultivate and empower:
  - Children, teens, and young adults
  - Faith Formation (teachers and shepherds) and OWL leaders
  - Leaders of children (Elementary Squad), teen, and young adult activities
  - Leaders for social action ministries
  - Nursery coordinator and caregivers
- Collaborate with Senior Pastor on pastoral responsibilities:
  - Occasional preaching (normally once a month)
  - Communion, baptisms, weddings, funerals, and pastoral care
  - Develop a new (third) worship service
  - Coordinate Confirmation

*For a more detailed job description, please see Addendum A.*



## **Compensation & Support**

**Salary Basis:** Minnesota Conference Guidelines as determined by pastoral experience

**Benefits:** Salary plus benefits

**Expected Living Situation:** Parsonage or housing allowance

**Residential/Commuting Expectations:** Resides in Rochester or surrounding area

### **Benefits/Incentives**

- Vacation: 4 weeks annually
- Maternity / paternity leave (6 weeks)
- UCC Retirement Annuity (15% of salary and housing)
- UCC Life and Disability Insurance Benefits
- UCC Health Benefits
- UCC Dental Benefits
- UCC Vision Benefits
- Social Security / Medicare Offset
- Continuing Education Funds
- Continuing Education Time
- Sabbatical Leave (3 months after 5 years)
- Plus, a loving congregation who supports its pastors

### **Ministry Expenses:**

- Travel Reimbursement
- Meeting Expense Reimbursement
- Books and Periodicals
- Moving Expenses

### **Peer and Professional Support Available:**

Strong collegial support for pastors is present through the SE Minnesota UCC Clergy Cluster which is held at Peace Church once per month. This offers opportunities for networking, sharing experiences, and supporting one another. The Minnesota Conference staff also provides valued leadership and consultation.



## **Who is God Calling to Minister with Us?**

We envision our next Associate Pastor to lead the development and evolution of our children, teen, and young adult ministries. They will also develop social action ministries and build on current initiatives within the church. Finally, the Associate Pastor will assist us in living our mission by teaming up with church leadership, ministry teams, and the congregation to live the radical, inclusive Good News both inside, and especially outside, the church walls.

Our vision of the Associate Pastor we are seeking is to play an integral role assisting in providing pastoral care to every member of our congregation, whether or not they can make it to church on Sunday. Every individual is a vital part of Peace. That's why the pastor will prioritize ministry and care to individuals in the church, in their homes, and in other care settings.

The Associate Pastor will strengthen relationships with current community programs as well as seek out additional opportunities for social justice ministries and programming. They will also continue to build on the relationship with the sanctuary movement.

*"We are looking for someone who is fun, energetic, and outgoing. We want someone who is non-judgmental and is a good listener. We like to do fun things and learn, but sometimes we like to just sit and talk about things that are important to us. Please come prepared with an open mind and lots of ideas for fun activities. Also, we love food, so a good cook is a plus!"*

**From our Teens**



We celebrate a wide diversity of gifts and ministries at Peace Church. As we identify and focus on our future, we look for our pastoral leadership to further equip our congregation to:

- **Nurture our United Church of Christ Identity**

We hold strongly to the values and theology of the United Church of Christ and live them out in our worship, Faith Formation, and larger ministry. We value to the covenant relationship with other congregations, the conference, and the wider United Church of Christ ministries.

- **Build Transformational Leadership Skills**

We believe that “every member is a minister” and all are called to share in the ministry of the church. Through the empowerment of the Spirit and providing developmental opportunities, we (staff and members) work collaboratively to develop and implement diverse ministries.

- **Work Together for Justice and Mercy**

Peace Church is viewed as a “light on the hill” for many in the Rochester community. Through our dynamic outreach, leadership with the Sanctuary Church movement, and collaborating with numerous organizations, we strive to bring transformation to systems and hope for people.

- **Care for all Creation**

As faithful stewards we embody, nurture, and strive to provide compassion for all of God’s creation. As stewards of the earth, we support creation justice efforts to address the destruction of our planet. As covenantal stewards of one another, we lift up and value each person’s uniqueness and life journey. Through our stewardship, we are called to provide hope and healing to a hurting world.

## WHO IS GOD CALLING US TO BECOME?

God is calling our congregation to be “a safe and inclusive church living God’s radical message”. We live out this message by creating and embodying an open and welcoming community for all. Through our ministries, lives are transformed and hope is given. We fully understand that our ministry is not just for us inside the church, but we are especially called to reach out to those outside our walls. The many gifts create a tapestry of love for all to experience.

To bind us together in our call, each Sunday we share our Prayer of Self-Dedication. It allows us to remember who we are and to who we belong as we share in our mutual ministry. Here is our prayer:

This is our church.

*We make it what it is*

Others will feel welcome

*If I am welcoming*

It will do a great work

*If I work*

It will make generous gifts to many causes

*If I am a generous giver of my time, talents and Treasure*

It will be a sanctuary for social justice and peace

*If I advocate for marginalized communities and practice peace in every setting of my life*

It will be a church that embraces all, builds community, and transforms lives...

*If I, who make it what it is, practice these things*

Therefore, with the grace of God, we shall be a safe and inclusive church living God’s radical message.

*And I shall dedicate myself to being to all the things I want my church to be. Amen.*





Our church is involved in many organizations which provide resources for the outcast, stranger, and struggling. We operate two food pantries and were the first Sanctuary Church in the area. Additionally, we support other community outreach endeavors such as highway adoption and clean-up. Other organizations we are partnered with include Channel One Food Pantry, Family Promise Rochester, the Rochester Women's Shelter and Support Center, LINK (Living Independently with Knowledge), Project Legacy, Planned Parenthood, and many others.



We have also been active in community organizations and social issues such as ISAIAH, MLK Day, Black History Month celebrations, peace rallies, immigration reform rallies, Pridefest (major financial sponsor), March For Our Lives, Vote NO campaign, etc.



*"Love God with all your heart,  
and with all your soul,  
and with all your mind."*

*(Matthew 22:37 NRSV)*

## WHO ARE WE NOW?

### Congregational Reflections

We at Peace Church espouse a progressive theological stance. While you will find some theological diversity here, members share a common understanding that the Bible is taken seriously, but not literally. We believe that "God is Still Speaking," and more light and love is to be shared. We encourage questions, seeking, and doubting, and consider them an integral part of one's faith journey. We preach, teach, and follow Jesus' call to reach out beyond our walls to the oppressed and outcast, the hurting and lonely, the lost and the searchers. Through it all, we live out our call to be "a safe and inclusive church living God's radical message".



"Lens on the Border" Sierra Club Exhibit, September 2018

*"You shall love your neighbor as yourself"*

*(Mark 12:31 NRSV)*



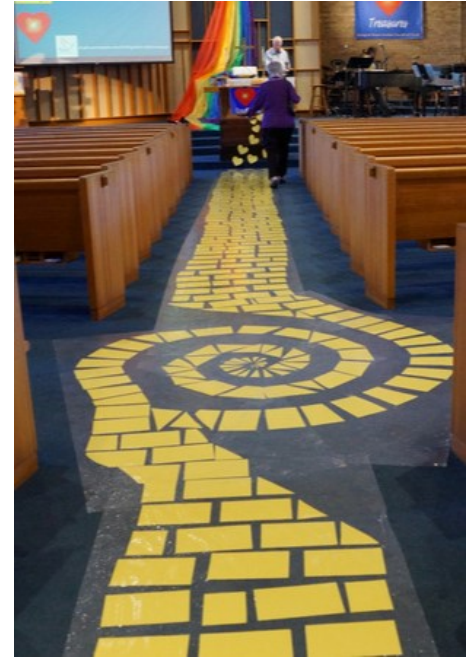
## Strengths and Positive Qualities:

Our congregation's greatest strength is following God's call of inclusion and affirmation of all people. We are an Open and Affirming (ONA) congregation and welcome and affirm everyone, regardless of physical or mental ability, relationship status, sexual orientation, race, ethnicity, age, or religious affiliation. As the "light on the hill," we are a sanctuary for our community members who have been marginalized, outcast, and/or oppressed.

Peace Church is a very giving congregation. This is demonstrated through our status as a 5 for 5 Church, and financial support numerous organizations. Additionally, we financially support Samaritan Bethany Inc., a care facility in Rochester that Peace Church was integral in establishing in 1922. Peace Church members invest their time, talents, and treasures into various community-based organizations by offering support and space for those organizations to conduct their meetings or business.

Our church excels in providing creativity in all aspects of our ministry. This includes complete engagement with our children and teens in the full life of the congregation. Through music, worship, and service we all work together to share God's love with others. We do take our ministry very seriously...but we have a LOT OF FUN doing the work we are called to do.

Most importantly, Peace Church provides a welcoming environment that feels like home for many. Our casual/comfortable, 'come as you are' attitude allows many to feel loved and accepted. Through our commitment to missions, creative and engaged worship and ministries, as well as a strong sense of community, many feel emboldened to engage in ministry.



## Worship:

At Peace Church, we offer worship opportunities to meet the varied needs of our congregation. We offer both a traditional and a contemporary service each Sunday. During the summer, we have only one service. Additionally, we offer several special services throughout the year such as Taize, Blue Christmas, non-traditional Christmas Eve-Eve Services, Ash Wednesday, Maundy Thursday, Good Friday, etc.

Each service is filled with energy, passion, and the Spirit with messages that center on how the radical Good News engages in our lives today. Our congregation is full of individuals from diverse backgrounds and belief systems, all of whom can find meaning in our worship services.

Worship planning is coordinated by the Senior Pastor with input/planning from the Associate Pastor, the worship planning team, and the church musicians. We celebrate baptisms throughout the year, and Communion is celebrated on the first Sunday of every month as well as on special days (World Communion Day, Christmas Eve, Ash Wednesday, Maundy Thursday, Easter, etc.). Each week our services are uniquely different, and creativity has become the norm. It is through this unique creativity that people find themselves touched, moved, and inspired while on their faith journey.



Children are always welcome at Peace Church. We have a nursery area for children ages three and under where parents are welcome to sit with their children. We also have "busy bags" available in the back of the church to keep children entertained. In 2017, we created our Prayer Place which gives families a place for their children to get a better view of the service while engaging their bodies and minds. It is located at the front of the sanctuary and is stocked with coloring sheets, floor pillows, and books. Families are asked to manage their own children's use of the space to ensure it is a welcome place for all.



The new Associate Pastor will oversee the weekly Children's Message in coordination with the Welcome Desk Coordinator. Many church member volunteers are currently reading books, relating to the weekly Faith Formation theme, to the children during their message time. Recent books have taught lessons about recycling, gender inclusivity, the role of service dogs, and other topics we feel are important for our children to learn about.



If you would like to see a worship service for yourself, consider exploring our worship videos on the Peace Church Website. Previous services can be found at <https://www.peacechurchucc.org/copy-of-worship>.

### Faith Formation:

Our Faith Formation vision is to create an inter-generational community of disciples. Our church is committed to social justice and radical hospitality, and our Faith Formation curricula reflects this. Faith Formation is held between services, with classes for preschool, elementary, middle and high school levels. Preschool and elementary students begin with music time before breaking into the respective age groups for lessons and crafts. Themes from Faith Formation are interwoven with the lectionary in order to connect it with the worship services and the Children's Message.



Teens use a lectionary-based curricula that is devoted to studying the Bible's relevance to contemporary issues. We have an active teen group that focuses on fun, spirituality, and service. We are intentional about fostering intergenerational life. We foster opportunities for teens to help with younger children and look for appropriate occasions for teens to participate with adult Faith Formation. Additionally, we have a dynamic Confirmation Program, pairing each confirmand with an adult mentor during their study.





We have a Teen Activities Director on staff to facilitate social and/or fellowship opportunities in addition to special mission-focused activities. The Teen Activities Director will work directly with the Associate Pastor to plan and coordinate teen mission trips, special conferences, national youth events, etc.



### **Ministry and Mission Organization:**

The center of our ministry is the congregation. Every member is encouraged to participate and engage in some form of ministry. All major decisions (calling pastors, budget, building projects, missions, etc.) are all approved by the congregation. Once agreed upon, the leadership and staff of the church is empowered to move forward.



To implement its mission and ministry, Peace Church has a 12-member church council which usually consists of six women and six men. The Senior Pastor, Associate Pastor, and Church Administrator serve as “ex-officio” members of the council with voice but no vote. There is an executive council consisting of president, vice-president, past president, treasurer, and secretary that meets separately with the Senior Pastor. The church council meets monthly and leads annual and semi-annual congregational meetings.

Peace Church developed a ministry team model of ministry 17 years ago to more effectively and efficiently create and implement ministry. The Faith Formation, Social Action, Visibility, Vitality/Hospitality, and Worship teams each focus on their specific areas of ministry. There is a great deal of collaboration between the teams to provide interactive themes and direction.

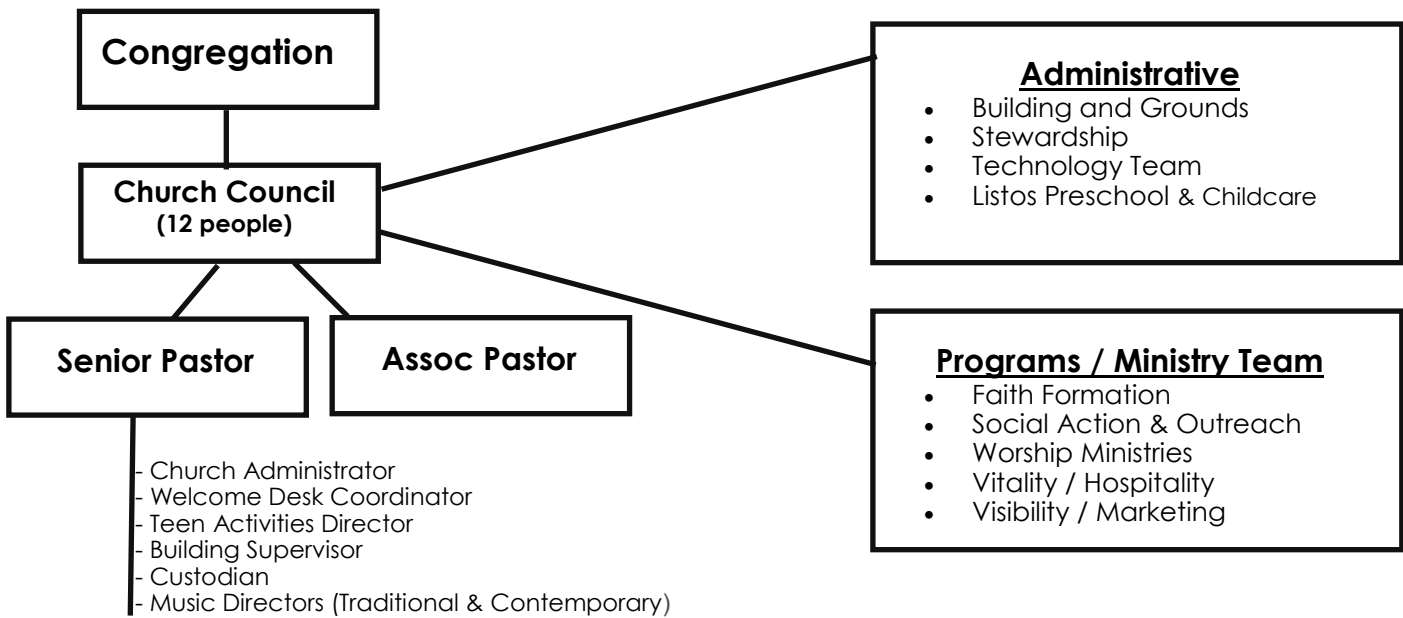
Lay leadership is widely utilized and encouraged at Peace Church. Lay individuals use their diverse gifts and strengths to lead through technology, music, faith formation, men's and women's fellowship, the coordination of weddings, funerals, worship services, fellowship coffee time, transgender support group, and much more.

Our church leadership and staff work together on many ministries of the church. Vision and direction is guided by our Senior Pastor. We are currently seeking an Associate Pastor to work jointly with him and church leadership, to develop dynamic and creative ministry. The ministry team (staff and lay leadership) coordinate with the Church Administrator and the Welcome Desk Coordinator to manage, market, and coordinate social and ministerial events.

Our music team is comprised of three individuals: one is responsible for music leadership at the traditional service (piano and organ), the second is responsible for the contemporary service music as well as the ONEVOICE group, and the third is responsible for leading the choir and handbells.







Peace Church has a great bond and relationship with their pastors. The congregation is very supportive and receptive of the pastoral staff. There is a strong collegial relationship between the members of the pastoral staff and other staff members. Open communication, trust, and independence to utilize gifts and skills in specific areas of ministry are paramount to a vital relationship between the pastoral staff. Peace Church is known for having a strong, positive pastoral model that allows for empowering leadership to occur, and has been blessed by dynamic, engaging, and relational pastors who have created powerful worship and ministry for Peace Church and the wider community.



# 11-Year Report

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



Church#: 361380

Assoc: 434 Schedule: 0 Peace United Church of Christ Rochester MN 55908

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2008	795	264	198	0	0	0	0	0	0
2009	827	315	235	13	35	2	13	5	32
2010	857	224	224	13	22	17	13	6	33
2011	750	114	107	0	0	31	6	112	-87
2012	776	229	92	8	30	1	13	0	26
2013	786	233	104	6	22	9	17	10	10
2014	812	233	104	0	0	45	19	0	26
2015	818	107	69	4	0	29	27	0	6
2016	699	194	69	0	0	14	11	122	-119
2017	723	193	86	0	0	30	6	0	24
2018	696	230	86	11	0	16	5	49	-27

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
2008	\$357,722	\$0	\$13,950	\$498	\$14,448	\$0	\$14,448	3.90	\$372,170	\$0
2009	\$445,218	\$22,981	\$21,227	\$1,783	\$23,010	\$0	\$23,010	4.77	\$491,209	\$304,745
2010	\$403,195	\$41,892	\$13,698	\$3,415	\$17,113	\$6,583	\$23,696	3.40	\$468,783	\$294,375
2011	\$494,287	\$188,324	\$14,204	\$5,675	\$19,879	\$0	\$19,879	2.87	\$702,490	\$320,840
2012	\$318,948	\$59,200	\$13,651	\$2,987	\$16,638	\$0	\$16,638	4.28	\$394,786	\$350,332
2013	\$346,877	\$14,700	\$7,655	\$8,325	\$15,980	\$4,746	\$20,726	2.21	\$382,303	\$389,184
2014	\$346,877	\$0	\$30,477	\$2,175	\$32,652	\$0	\$32,652	8.79	\$379,529	\$0
2015	\$468,261	\$0	\$12,051	\$3,419	\$15,470	\$3,667	\$19,137	2.57	\$487,398	\$428,755
2016	\$458,819	\$38,966	\$4,988	\$2,406	\$7,394	\$12,759	\$20,153	1.09	\$517,938	\$393,023
2017	\$496,421	\$144,955	\$6,504	\$5,418	\$11,922	\$6,868	\$18,790	1.31	\$515,211	\$418,968
2018	\$529,309	\$678,971	\$2,053	\$1,060	\$3,113	\$0	\$3,113	0.39	\$532,422	\$422,423

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2013-2018	-11.45	-1.29	-17.31	-27.03	100.00	52.59	-80.52	39.27
2008-2018	-12.45	-12.88	-56.12	0.00	0.00	47.97	-78.45	43.06

NOTE: We continue to complete membership validation every year; worship numbers do not include the many visitors that attend.

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.



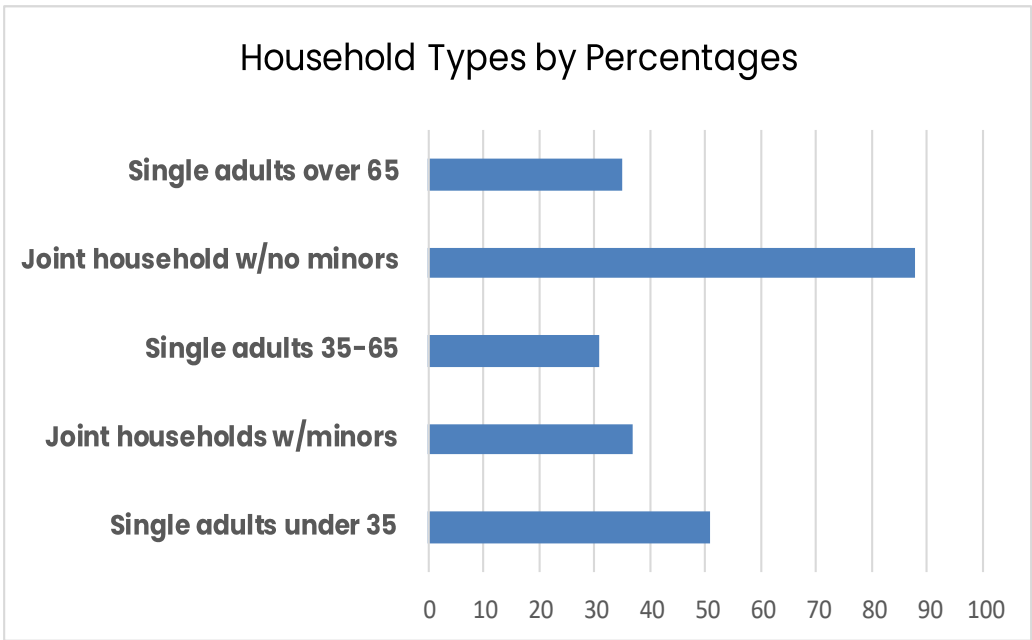
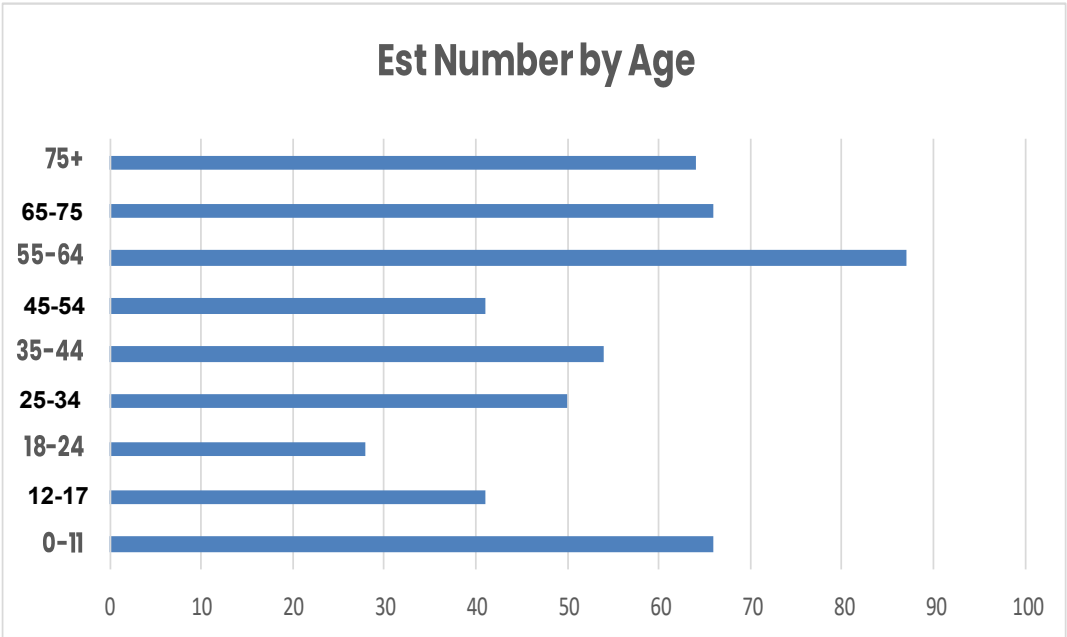
2019  
Stewardship  
Theme

# Congregational Demographics

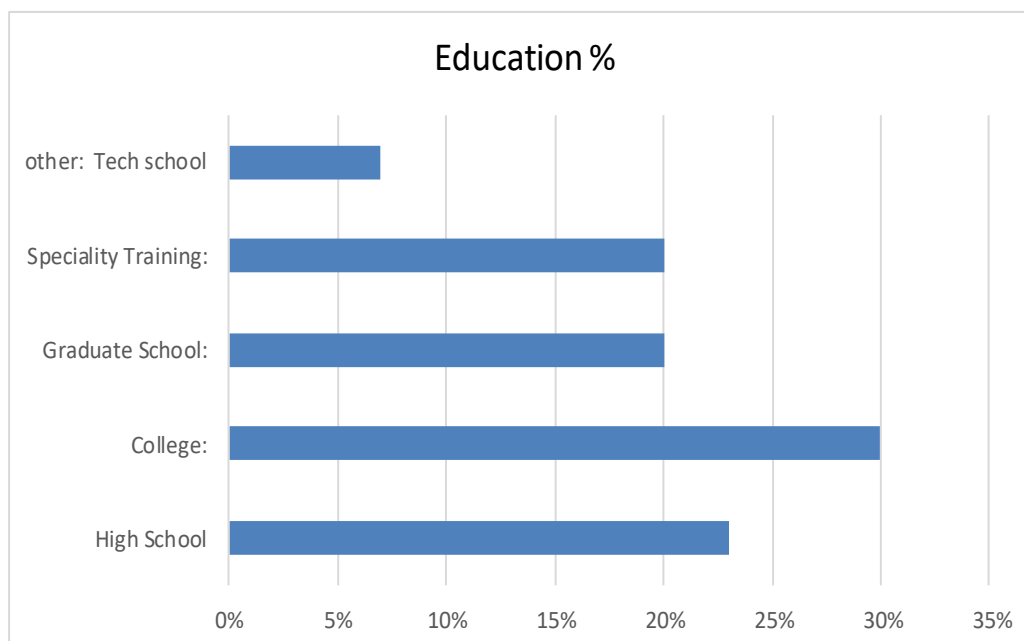
Participants (as of 12/31/19):

Number of <i>active</i> members (adults only)	673
Number of <i>active</i> non-members (adults only)	26
Total of church participation (sum of the numbers above)	699

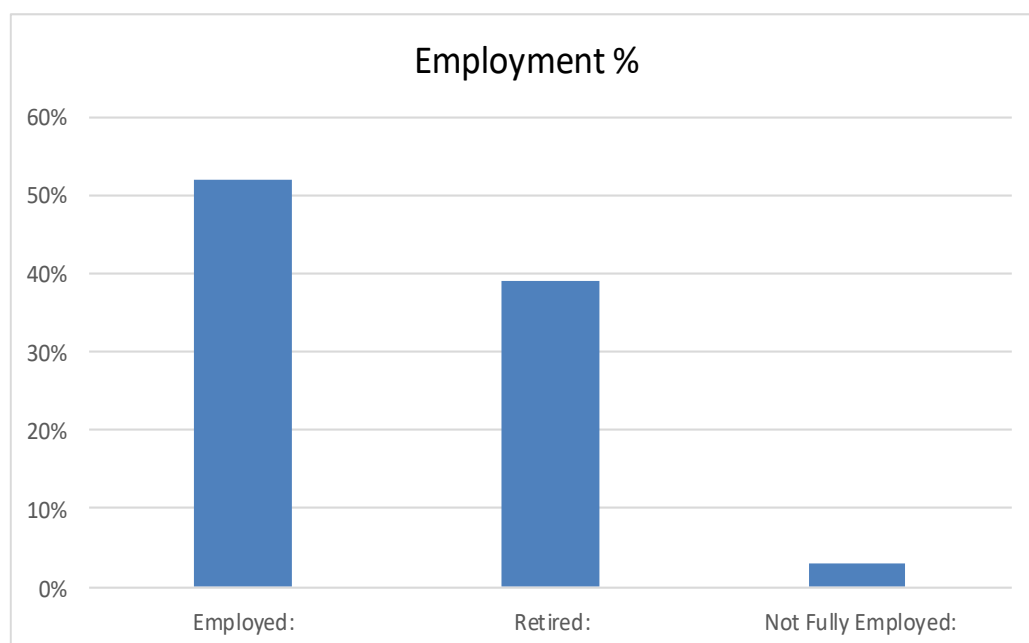
More than 10 years:	39%
Less than 10, more than 5 years:	39%
Less than 5 years:	22%







Because Rochester is home to Mayo Clinic, most of our congregation works in the medical field. The remainder of our congregation is composed of teachers, tradespersons, clerical, students, laborers, business owners, and other professionals.



Peace Church is predominantly Euro-American; however, we have a growing multicultural membership.

We continue to have conversations about welcoming diversity through our ongoing Race Forward group that meets to discuss and share information that increases awareness of race and white privilege. This bridges to other small-group discussions. Additionally, this is a frequent topic in Sunday worship.

# Participation and Staffing

We provide many opportunities for our members and friends to be involved at Peace Church. A detailed list is below:

Ways of Gathering	Est # of Involvement	Who plans?
Adult groups or classes (fellowship, card players, dinners)	Approx 10-12 each	Lay Leaders
Children's Groups or Classes (Elementary Squad)	30-40	Church Administrator & Lay Leaders
Faith Formation	40 - 50	Welcome Desk Coordinator & Lay Leaders
Church-wide Meals	Weekly	Lay Leader
Choirs and Music Groups	15-25	Music Director & Contemporary Director
Church-Based Bible Study <ul style="list-style-type: none"> <li>Women's Group</li> <li>Men's Group</li> <li>Mixed Group (Beverage &amp; Bible)</li> </ul>	5-8 12-15 12-15	Lay Leader Lay Leader Senior Pastor
Communion	Monthly (1st Sun of the month)	Senior Pastor, Altar Committee
Community Meals	Thanksgiving Meal	Lay Volunteers
Confirmation (current)	11	Senior Pastor & Church Administrator
Intergenerational Groups (3x year)	25-30	Lay Leaders
Public Advocacy Work	20	Lay Leaders
Retreats <ul style="list-style-type: none"> <li>Women</li> <li>Men</li> </ul>	20 11	Senior Pastor, Church Administrator & Lay Leaders
Young Adult Groups or Classes	Trying to start; potentially 40-50	Lay Leaders
Teen Groups or Classes	15-25	Teen Activities Director



We are blessed to have a wonderful team of regular participants who are ordained, licensed or commissioned ministers

Name	3- or 4-Way Covenant	Ministry Setting	Type of Ministry Role	Retired?
Bauch, Paul	UCC	Peace UCC Senior Pastor	Senior Pastor	No
Boese, Jean	UCC	St Paul's UCC Senior Pastor	Assist w/weddings or funerals	No
Holland, Glen	UCC	Samaritan Bethany Chaplain	Assist with weddings or funerals	No
Rider, Tammy	Presbyterian	Care Assistant	Pulpit Supply / Communion	No
Rist, Karl	3-Way UCC	Mayo Clinic Nurse	Pulpit Supply / Communion / Weddings	No
Vrieze, Allan	UCC	Retired	Pulpit Supply / Communion	Yes

Our pastoral members provide pulpit supply and perform distribution of sacraments, weddings, and funerals when the Senior Pastor is gone. They also provide assistance with home and hospital pastoral care visits.

We have an amazing staff who all work very well together who provide support to the many ministries that make up Peace Church.

Name	Head or Staff?	Full Time or Part Time	Supervised by:	Length of Time?
Adams, Debby	Staff (Church Administrator)	Full Time	Senior Pastor	11 yrs
Bauch, Paul	Head (Lead Pastor)	Full Time	Church Council	18 yrs
Engen, Mona	Staff (Custodian)	Part Time	Church Administrator	9 yrs
Ludemann, Jenny	Staff (Bell & Vocal Choir Director)	Part Time	Senior Pastor	< 1 yr
Starr, Dylon	Staff (First Service Pianist)	Part Time	Senior Pastor	< 1 yr
Tarr, Clare	Staff (Welcome Desk Coordinator)	Part Time	Senior Pastor	1.5 yrs
Schliep, Sara	Staff (Contemporary Music Director)	Part Time	Senior Pastor	16 yrs
Walton, Tracy	Staff (Teen Activities Director)	Part Time	Senior Pastor	< 1 yr
Winters, Brian	Staff (Building Supervisor)	Part Time	Senior Pastor	3 yrs

Reflection: Our staff is very talented and dedicated. They work collaboratively on many services, events, programs, and themes. Our staff rocks!



# Church Finances

As of 12/31/2019, our current income is \$548,197. This amount is made of up from the following:

<u>Source</u>	<u>Amount</u>
Offerings and Pledged Giving	\$466,120
Endowment Proceeds (as permitted)	\$0
Endowment Draw (as permitted)	\$5,000
Fundraising Events	\$8,237
Gifts Designated for Specific Purpose (eg, Memorials)	\$2,310
Rental of Church Building	\$17,107
Rental of Parsonage (just started in Dec '19)	\$1,200
Support from Related Organizations (eg Listos Preschool and Childcare)	\$19,600

During 2019, transfers were made from our Special Accounts. \$46,200 + \$15,000 was transferred from our endowment funds to pay for our building finishing plus microphone upgrade and security door locks which was approved by council. Another \$28,000 was transferred from our endowment funds to reimburse back to capital account.

Peace Church's annual budged expense dollars is \$516,637. Refer to Addendum B for our 2020 budget.

Of those expense dollars, 32% is comprised for ministerial support.

We have always met our financial obligations to pay our staff. In January 2019, the opportunity arose for us to make an intentional decision to restructure our staffing model and institute a specialized lay ministry model. This allowed lay persons, with specific skill-sets, to provide direction and leadership in programming, Faith Formation, missions, and marketing. We eliminated our Associate Pastor position to provide funding to implement this new model. We soon realized, however, that this new model was not providing the theological and pastoral

depth and support needed to implement our ministry. As a result, we have reestablished the Associate Pastor position.

We are proud to call ourselves a 5 for 5 Church. Through the generous giving of our members, we were able to support the various ministries of the UCC in 2019 as follows:

**\$11,814.80** Our Church's Wider Mission (OCWM - Basic Support)

**\$715.00** One Great Hour of Sharing (OGHS)

**\$365.00** Strengthen the Church

**\$512.00** Neighbors in Need

**\$355.00** Christmas Fund

Our OCWM dollars are collected from specific donations and then general mission money raised throughout the year - all of which is to the conference.

## Capital Campaigns:

### Footsteps to the Future (2015-2018)

Purpose: Optimize and maintain our current church; provide additional space for our growing congregation

Goal: \$1.2M      Result: \$911,000 in pledges

Impact:

- New Entry and Welcome Center
- New Nursery
- Renovated Kitchen
- New Admin Space

### Building a Bigger Table (2019-2021)

Purpose: Reduce our debt and pay off loans

Goal: \$640,000      Result: \$309,000 in pledges

Impact: Become debt free

Peace Church's total indebtedness consists of two loans in the amount of \$548,446.12. These loans were taken for our recent building addition / remodel. We do, however, have \$308,640 pledged over the next two years. Although construction is complete, we will be focused on a final debt reduction campaign in 2020/2021. Refer to Addendum C for our current Building a Bigger Table Campaign details.

We currently have four separate endowment accounts. The current market value of these accounts are as follows:

\$15,074.07 Memorial  
 \$214,562.19 Penz / Peace Other  
 \$16,208.69 Schroedel  
 \$64,027.66 Trachsel

The Memorial Account is held for specific expenditures agreed to by the council and Memorial Committee members; Schroedel and Trachsel Accounts are held for annual scholarships; disbursements are authorized by a separate scholarship committee. Penz/Peace Other Account is also used for annual scholarship (disbursements are made by the same Schroedel / Penz scholarship committee) as well as back-up for church expenses. All authorizations for disbursements must go through council.

The church council has authorized disbursements up to \$25,000 annually to be used for expenses. This is only done if/when needed.

### Parsonage:

Peace Church does own a parsonage which is located right next door to our church (1521 2nd Avenue NE, Rochester, MN). The home is currently being rented, but is available in July 2020 if desired. The church (Senior Pastor, building supervisor, and church administrator) are responsible for reviewing and making necessary repairs.

Fair Market Value/Assessed Value: \$200,000  
 Finished Square Footage: Est 2400 sq ft  
 Number of Bedrooms/Bathrooms:

- 3 bedrooms (on the same level);
- 2 full baths (main level and basement)

Condition:

2017: hardwood floors re-sanded; new roof; siding; kitchen updated (cupboards, countertops, appliances)

2018: Furnace and AC replaced

For the past several years, disbursements from this endowment fund were:

### Amount Year

\$23,154 2015

\$15,000 2016

\$0 2017

\$15,000 2018

\$96,500\* 2019

*\* 2019 transfers were used for final admin suite work, microphones and security doors*

While the interest earned on our endowment funds fluctuates based on the economy, special attention is given to ensure that these funds remain in place for emergencies only. The congregation receives updates on the status of these accounts during our semi-annual and annual meetings.

Peace Church controls additional assets:

\$47,694.03 Reserves (savings)

\$276.34 Rental Savings

\$26,098.43 Capital Campaign

In addition to our church building and parsonage, we also have a shed on our property.

Reflection: Members of Peace Church are very generous in their giving of time, talent, and treasure. They continue to strongly support the various components of our ministry from missions, staffing, programming, building expansion and remodeling.



## Historical Information

Peace Church has a long history of significant events, but the top five that have helped to shape the identity of our congregation are:

Became a Sanctuary Church	2017
Started Listos Preschool and Childcare (first dual immersion preschool in Rochester)	2015
Retired our mortgage debt	2013
Called and hired the first openly gay pastor in Rochester	2009
Became an Open and Affirming congregation	2006

Through the years, Peace Church has been able to manage important changes and conflict involving our congregation. Some are:



### Sanctuary Church:

In 2017, our Social Action and Outreach Committee came to the council to ask about moving forward about becoming a Sanctuary or Sanctuary-supporting congregation. On May 7, 2017, the congregation voted to approve the following statement:

*The members of Peace United Church of Christ declare our intent to move forward to becoming a sanctuary or sanctuary-supporting church. As a congregation we are compelled to welcome the stranger, love our neighbor and provide care for those in need.*

Four groups were created to provide information to the congregation: education / forums, policy, advocacy, and facilities. Updates from these groups were presented to the congregation at the Sept 24, 2017 Semi-Annual meeting. After more discussion, the congregation voted on the following motion:

*The members of Peace United Church of Christ are compelled by our faith to welcome the stranger, love our neighbor, and provide care for those in need. We therefore declare that we are a Sanctuary Church. This includes providing emergency*

*housing for an immigrant at immediate risk for removal from the country who, with access to a fair hearing, has a reasonable chance of receiving a stay of removal. This also includes advocating for a humane immigration policy in accordance with our faith.*

A closed ballot vote was taken with an 89% approval of the above statement. While not everyone was in agreement, and a few members chose to leave Peace Church, it allowed us, as a congregation, to step up and put our faith into action. Peace Church continues to uphold our values and practices when it comes to conflict. The Sanctuary Church discussion created an opportunity to more clearly discern who we are... calling us to be a strong, vital faith community for all in the Rochester area. Since that time, the congregation has continued to grow in spirit and unity and hold strongly to our convictions. We have learned to exercise faithful, positive, and healthy discussions knowing that not everyone will agree. Regardless of the difficulty of these conversations, it is our calling to stand for injustices and to use our voice to show love to everyone.



### Listos Preschool and Childcare:

Listos Preschool and Childcare: As part of our 2020 visioning process, we wanted to focus on utilizing our church space for a preschool. A proposal was brought to the congregation in the fall of 2014 to help fund the start-up costs of Listos Preschool and Childcare (a dual-immersion preschool and childcare center) and the congregation approved; Listos paid back the entire loan. Listos is now thriving and has begun its 5<sup>th</sup> year of operation with the highest number of students enrolled (37). Peace UCC continues to support and welcome the diversity of the children and teachers utilizing our space for the betterment of the community. Listos operates independently with their own Board of Directors but sits under the umbrella of Peace UCC for 501(c)3 status.



Peace Church has been blessed with amazing pastors over the years:

Name	Years of Service	UCC Standing
Rev. Paul Bauch	2002 - present	Yes
Rev. Elizabeth Rogers	2017 - 2019	Yes
Rev. Kayla Bonewell	2009 - 2016	Yes
Rev. Linda Reynolds	2003 - 2009	Yes
Rev. David Droog (Interim)	2000 - 2002	No
Rev. Tom Uphaus	1986 - 2001	Yes
Rev. Doris Underdahl	1994 - 2001	Yes
Rev. Carl Schroedel	1969 - 2000	Yes

Over the years, our lay leaders have had a history of strong, cooperative relationships with the church's pastoral leadership. Today, we continue to enjoy a very positive and supportive relationship between lay leadership and the pastoral staff. Through this dynamic partnership and relationships creative and powerful ministry opportunities are developed.

We are fortunate that no past leader has left Peace Church under pressure or by involuntary termination. We have never been involved in a Situational Support Consultation nor have any of our past pastors been the subject of a Fitness Review while serving at our church.



## WHO IS OUR NEIGHBOR?

### Community Vision

Peace Church has a long history of supporting community resources that specialize in advocacy, service, and stewardship. These include:

- Channel One Food Bank
- Project Legacy
- Family Promise Rochester
- Ronald McDonald House
- Adopt-a-Highway
- Women's Shelter
- Samaritan Bethany Care Facility
- Seasons Hospice
- Salvation Army
- CROP Walk
- Habitat for Humanity
- Diversity Council
- LGBTQIA Awareness, Advocacy and Action
- LINK
- Hawthorne Helps
- Listos Preschool and Childcare
- Pridefest (major donating sponsor)



Peace Church is actively involved in association, conference, and other denominational programs and activities of the wider United Church of Christ. Delegates are regularly sent to Minnesota Conference meetings and members have served as delegates and visitors to General Synod.

We expect and encourage our pastoral staff to attend the Minnesota Conference meetings and take responsibility in Minnesota Conference activities as appropriate. Since we are one of the largest congregations in the Conference, we expect the Associate Pastor to participate and be a presence at the Conference level.

Lay leaders of Peace Church closely identify with the United Church of Christ and have had a very strong and positive relationship with the Minnesota Conference and the United Church of Christ National Office.

It is known that many churches love to tell the story of what they are doing in the community to transform lives. It is important to share that we are officially an A2A, God is Still Speaking (GISS), and Open and Affirming (ONA) church. We are actively involved with Creation, Economic, Border and Immigration Justice issues, and Global Ministries outreach.



Peace Church is known in Rochester as the central faith community for issues of justice. We are always open to exploring new options of justice and peace, with intentional focus on creation justice over the next two years.

Peace Church works collaboratively with other faith communities on issues of justice. The pastoral staff has a unique partnership with Christ United Methodist and the UU congregation working together on inclusion, Sanctuary Church, and justice work. We are also part of an interfaith group called RAIL (Rochester Area Interfaith Leaders) that calls leaders of all faiths/traditions together.

Our mission statement is center to all of our ministries and worship.... "a safe and inclusive church living God's radical message".



We believe strongly that our pastoral staff is active and present in the community and wider church. The pastoral duties of Peace Church are the highest priority. Some of the ministry that occurs within the scope of Peace Church overlaps with community and wider church outreach. It is through many ministries and duties that our pastors become involved with wider community and church outreach.

## **Mission InSight**

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The Mission InSite report for our neighborhood area reflects a growing population with an increase in our non-Caucasian neighbors. This growth is an exciting opportunity for us to realize new models of ministry. Peace Church's current missional involvement in the community provides a great opportunity to connect with diverse cultures. The report shows an above-average interest in worship participation and experiencing genuine worship compared to the general U.S. population. It also indicates they have a preference for a warm friendly faith community.

While we are experiencing growing diversity in our Peace Church community, it is not keeping pace with the wider Rochester demographics. We need to explore new ways and engage with our neighbors including opportunities for dialogue to better identify how we can foster stronger connections.

Through outreach with Listos Preschool and Childcare utilizing our building and Christway Full Gospel Church worshipping in our sanctuary, we are beginning to find new connections with our neighbors. Much more work needs to be done in this area.

Peace Church is widely known in the community for having open doors and providing key leadership and support on issues of justice, peace, and inclusion. We have become the go-to place to garner support and provide a safe place for meetings and other events. We also hear a lot of 'thank yous' from our community neighbors.

For a complete Mission InSite report, please send a request to [office@peacechurchucc.org](mailto:office@peacechurchucc.org).



Peace Church is known for its progressive theology and openness which provides a welcoming and inclusive atmosphere for all people. People are drawn to the genuine, creative atmosphere in worship, music, preaching, and our wider ministries. Our focus on numerous social justice issues provides great opportunities for involvement and action. Our families and children/teens find great connection in the strong, focused, fun ministries through Faith Formation, teen activities, and family activities.



Members participating in Mind Matters exhibit at the Rochester Art Center.

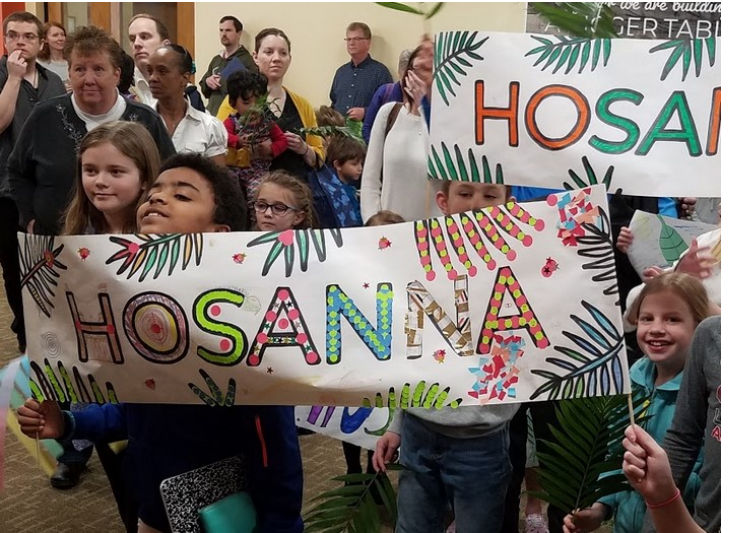


Families enjoy a movie night on our front lawn.

## CLOSING THOUGHTS

### Closing Prayer

Loving God,  
We thank you for the opportunity to lend our talents in this process. We ask for blessings and guidance for the search team as we seek out the candidate who will grow our church, fortify our faith, and strengthen our presence in our community. Please be with our congregation during this time of change. May this transition make us stronger as a church and provide us with new opportunities to live our message. We pray for the person who will join us in our journey of faith. May you come to love us as much as we love this church.  
Amen.



Everyone prepares for our own Palm Sunday parade.

# REFERENCES

## Reference 1

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**Name:** Hunter Lott

**Position:** Professional Human Resources Consultant

**Telephone:** 507-993-1340

**Email:** HRHunterLott@gmail.com

**Relationship to the Congregation:** Previous church member; very involved with HR-related issues; acts as a consultant and friend of the congregation.

## Reference 2

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**Name:** Rev. Linda Reynolds

**Position:** Retired pastor

**Telephone:** 507-254-7630

**Email:** lindareyno@aol.com

**Relationship to the Congregation:** Previous Children and Youth Minister at Peace UCC; was very instrumental in revitalizing our children and teen ministry.

## Reference 3

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**Name:** Rev. Lisa Johnson

**Position:** Pastor at Presbyterian Church of Oronoco, Oronoco, MN

**Telephone:** 507-995-7310

**Email:** PastorLisaJ@gmail.com

**Relationship to the Congregation:** Friend of the congregation; connected through pastoral groups and common ministry.





# 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 provide that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates.

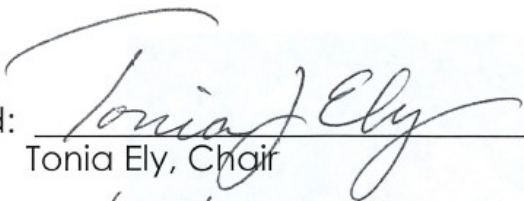
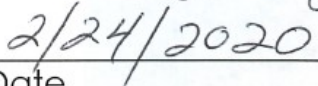
As the committee charged with the responsibility for identifying and recommending suitable new ministers for our church, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and opinions about 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.

Our Search Committee consists of the following members (pictures and bios can be found on the next page):

Tonia Ely  
Jenny Ludemann  
Dave Paul  
Chad Ramaker  
Will Sunnock  
Anna Thompson (Teen)  
Tracy Walton  
Bob Werner  
Ben Wieland (Teen)

## Staff Support

Rev. Paul Bauch, Senior Pastor  
Debby Adams, Church Administrator

Signed:   
Tonia Ely, Chair  
  
Date

"Jesus answered them,  
'Have faith in God'"

(Mark 11:22)

# Pastoral Search Team

**Tonia  
Ely,  
Chair**



Tonia was born in Northern Minnesota and moved to Rochester in 2000. She met her wife, Annie, that same year. They became members at Peace UCC in 2009. Tonia and Annie have 3 fur children: 2 dogs and 1 cat. In her free time Tonia enjoys spending time with family, friends, reading, crocheting, quilting, pottery or anything crafty. Tonia has served 3 years on the Church Council and has been active in other church committees throughout the years.

**Jenny  
Ludemann**



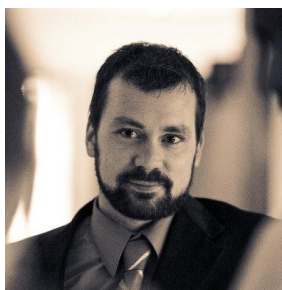
Jenny has been a member at Peace for four years. She was raised in Riceville, Iowa where she was a member of the United Methodist Church. When Jenny moved to Rochester, she began searching for a church community that could balance her appreciation of tradition with her desire for an inclusive and welcoming environment. She found both at Peace. Jenny has a love for music and is fortunate to be able to share this with the congregation as song leader for the traditional worship service. She recently accepted a position at Peace directing the choir and the bells. Jenny currently serves as a member of the Peace Church Council and was previously on the Stephen Ministry team. Jenny has a background in mental health and is currently a therapist at Highland Meadows Counseling Center in Rochester.

**Dave  
Paul**



Dave is originally from North St. Paul, MN. He has been married to his wife, Lori since 1993. Life's journey has taken him and his family to Philadelphia, PA (1993-1996), Mobile, AL (1996-2004), and Rochester, MN (2004-present). Dave has been a member at Peace Church since 2005. He and his wife have two daughters: Megan, a senior at Drury University in Springfield, MO and Hannah, a junior at Century High in Rochester. Lori is employed at Mayo Clinic in the legal department and Dave has an auto detailing business in Rochester.

**Chad  
Ramaker**



Chad is a social worker by education and believes that we need to do what's right for our most vulnerable. He is a supervisor for a three county collaborative with federal waivers and disability services. Chad is married with two rambunctious boys (Ages 10 & 8). He enjoys hiking and being outside, cooking, listening to music, comedy, and his two big dogs. Chad grew up in Wisconsin, thus, cheese and Packer football are part of his cultural heritage. In his non-existent spare time he enjoys fantasizing about winning the lottery and becoming an independently wealthy philanthropist.

**Will  
Sunnock**



Will has been a member at Peace Church for almost 6 years. He is currently serving his second year on the church council. At church, he also volunteers on Sundays in the faith formation program as a shepherd for 4th and 5th grades. Will is also a part time single father of two children, Libby (7) and Alex (5). He is currently employed by Mayo Clinic as a pediatric nurse practitioner in the Division of Pediatric Anesthesiology and Pain Medicine. In his free time, he enjoys travel, cooking, dining out, theater, and physical fitness.

**Anna  
Thompson**



Anna has been a member at Peace Church for 12 years. She is currently in the 6th grade at Kellogg Middle School in Rochester.

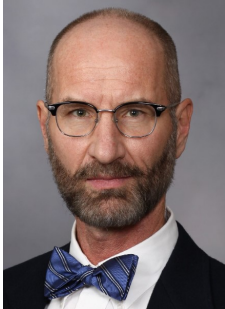
## Pastoral Search Team *(continued)*

**Tracy  
Walton**



Tracy loves her job working as the Teen Activities Director for Peace UCC, because, "I like a good party." In this position, she always makes sure there is plenty of food, hugs, activities and fellowship. She has a lot of energy, which allows her to keep up with her four adorable children and amazing husband. She says she loves God and her Peace family and she is "so grateful to be a part of such a wonderful congregation."

**Bob  
Werner,  
Vice Chair**



Bob has been a member of Peace Church for 5 years. During that time, he has helped advance Peace church's mission by serving on the church council, volunteering as part of a Sunday lunch team, providing hospitality to all on Sunday mornings, and helping to organize drag queen bingo. He also volunteers in the community by hosting rainbow happy hour, and have serving on the boards of Rochester Pride and Rochester's gay and lesbian community services. He and his spouse, Joseph have lived in Rochester for 30 years.

**Ben  
Wieland**



Ben is 11 years old and a 6th grader at Friedell Middle School in Rochester. He and his family have been members of Peace UCC since he was a baby. He is super excited to be joining the Youth Group this year! He plays the viola and has occasionally played for worship services. He also really likes basketball, baseball, and swimming. If he's not doing one of these things, you might find him perusing Google Earth or reading his National Geographic magazine.

**Paul  
Bauch,  
Sr. Pastor**



Reverend Paul Bauch joined Peace Church in September 2002 as senior pastor. He received his bachelor's degree from Elmhurst College in Elmhurst, Illinois, a master's degree from Iowa State University in Ames, Iowa and his Master of Divinity from Eden Theological Seminary in St. Louis, Missouri. Paul is married to Adele and has two daughters, Alex (married this year living in Minneapolis) and Leah (married and living in Seattle, WA). His special interests include family activities, music, sports - St Louis Cardinals baseball of course, travel, home remodeling – and social justice.

**Debby  
Adams,  
Church  
Administrator**



Debby has been on staff at Peace United Church of Christ for 10 years and a member for almost 35 years. She loves this church and what it stands for. She has participated in everything from Faith Formation, Confirmation, and Church Council, etc. She is single with two grown married children and soon to be a grandma! She loves any opportunity to spend time with her sons and daughters in law. She is also proud to say that she was on the search team that brought Pastor Paul to our church family.

# VALIDATION BY CONFERENCE / ASSOCIATION

## Good Standing

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Peace United Church of Christ is in good standing with the MN UCC Conference.

Staff Comment:

I have had the opportunity to work with Pastor Paul Bauch and other leaders at Peace United Church of Christ over my time as an Associate Conference Minister. I am continually impressed and excited by the ministry I see them engaged in both within the congregation

## Ministerial History

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

Staff Comment:

I find the information contained in this ministerial profile complete and thorough.

## Church Financial Information

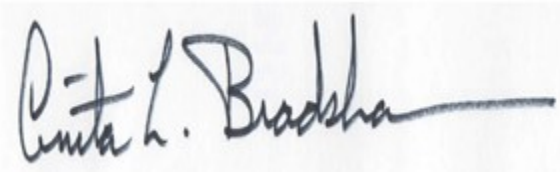
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To the best of my knowledge, available church financial information is presented thoroughly.

Staff Comment:

I have every confidence that the information presented here is accurate and complete.

**Signature attests to the above items:**

A handwritten signature in black ink, reading "Anita L. Bradshaw". The signature is written in a cursive style with a long horizontal stroke at the end.

**Name/Title:** The Rev. Anita L. Bradshaw, PhD., Associate Conference Minister

**Email:** anitab@uccmn.org

**Phone:** 612-871-0359

**Date:** 03/01/2020



**Addendum A:** Associate Pastor Detailed Job Description

**Addendum B:** Approved 2020 Peace Church Budget

**Addendum C:** Building a Bigger Table Campaign Brochure

# Addendum A

## **Peace United Church of Christ – Rochester, MN Associate Pastor Job Description**

Seeking an ordained (or ordination track) pastor who will work with and report to the Senior Pastor of Peace United Church of Christ. The Associate Pastor will assist in providing leadership with:

**CHILDREN:** Provide leadership, oversight, and direction to develop a comprehensive children's ministry and faith formation program by identifying/developing curriculum, training and organizing leaders, and engaging fully in this ministry.

**TEEN/YOUNG ADULTS:** Give priority to mentoring persons in this key life transition time, with the goal of assisting persons' involvement in and commitment to the church and its mission. Help teens and young adults interpret their day-to-day experiences through the lens of faith.

**FAITH FORMATION:** Identify the educational needs of children, teens and adults at Peace Church and develop programs to meet needs. Educational goals are in agreement with the total mission of the church and integrated with whole-church educational themes.

**WORSHIP/PREACHING:** Develop worship services and preach as scheduled. Share in the worship leadership with special and seasonal worship services.

**SOCIAL ACTION:** Provide leadership and involvement with our various social action/mission ministries and our Sanctuary Church involvement.

**PASTORAL CARE:** Assist the Senior Pastor in developing and carrying out a plan for assigned visitation and pastoral care.

### **RESPONSIBILITIES:**

1. Provide leadership and direction for Children, Teen and Young Adult Ministries of Peace Church
  - Develop weekly age-appropriate, active learning opportunities and curricula to engage the spiritual development needs of teens during Sunday morning Faith Formation. This includes finding and/or writing curricula to correlate with whole-church learning themes.
  - Collaborate with our Teen Activities Director to develop meaningful social activities / volunteering events and retreats for teens (including summer mission trips or other trips).
  - Collaborate with lay leaders to develop meaningful social activities/volunteering events and retreats for children.
  - Assist in coordinating and leading the Confirmation Program.
  - Invest in relationships with children, teens, and adults within the church, provide pastoral care and support, show up for significant life events (i.e. graduation parties and occasional sporting events).
2. Work in conjunction with other staff, provide support for the overall ministry of Peace Church by providing spiritual, pastoral, educational, and administrative leadership and support to our congregation.
  - Be fully present and relationally invested in significant events in the life of the church and in the lives of the Peace Church community.
  - Participate in regular staff and planning meetings.
  - Participate in Church Council and Leadership meetings as needed.

## **Addendum A (continued)**

3. Assist in developing worship and study programs as directed
  - Coordinate with the Senior Pastor, staff, and volunteers to develop meaningful worship services and messages.
  - Explore options for new models of worship.
  - Coordinate opportunities for engagement through book studies, Bible studies, special events, and seminars relevant to teens and young adults.
4. Assist in introducing and implementing a ministry for our young adults
  - Be proactive in developing opportunities of engagement for young adults.
  - Find ways to engage young adults in the wider life of the church and conference.
5. Assist with pastoral care as coordinated by the Senior Pastor
  - Hospital visits
  - Pastoral counseling
  - Weddings
  - Funerals
  - Baptisms

### **DESIRABLE QUALIFICATIONS, SKILLS, AND ABILITIES**

- Demonstrates the ability to envision, plan, launch, and sustain new programs that children, youth, and young families will find appealing and meaningful.
- Ability to work harmoniously and effectively with a wide variety of individuals and groups.
- Ability to communicate effectively orally and in writing.
- Ability to set priorities and to recruit and lead lay volunteers in order to achieve assigned tasks and duties.
- Skills using the internet and electronic media as tools for education and learning.
- Most importantly, we are seeking a person who can make themselves at home and become part of the family here at Peace Church. We are seeking a genuine person of faith who will fully engage in the life and ministry of Peace Church as well as come to know and love the people with whom they minister.

### **POSITION REQUIREMENTS**

Candidates must have a Master of Divinity degree (minimum) from an accredited seminary. They must be an ordained minister in good standing with the United Church of Christ. Persons ordained by another Christian denomination and who are willing to complete any required processes to gain good standing with the United Church of Christ may be candidates for this position. Candidates must have a commitment to personal spiritual development.





## Addendum B

### Peace United Church of Christ 2020 Budget

#### Expenses

#### Budget

5001 * Mission & Outreach (non-budgeted; designated offering distribution only)	
5300 * Worship & Fellowship	\$4,291.00
5400 * Education	4,900.00
5500 * Evangelism & Membership	4,000.00
5600 * Music Program	1,400.00
6000 * Compensation & Benefits	416,921.00
7000 * Administrative	21,482.00
7200 * Office Leases / Service Contracts	5,400.00
7300 * Office Supplies	6,600.00
8000 * Utilities	27,840.00
8200 * Building & Grounds Maintenance	32,840.00
8300 * Equipment Maintenance	4,929.00
8500 * Insurance-Building & Grounds	13,650.00
8800 * Parsonage	-11,500.00
 TOTAL BUDGET	 \$533,412.00



## What Are Some Possibilities?

**Match Your Current Giving** - As a starting point, we ask you to pray and consider a matching gift (eg. doubling your current giving or giving an additional \$20/week over the next three years)

**Leadership Gift** - If financially possible, we hope you will pray and consider making a Leadership Gift of \$5,000 - \$25,000 over the next three years.

**Major Gift** - We invite members who have been financially blessed to pray and consider making a Major Gift of \$25,000 or more over the next three years.

**Creative Giving Options** - There are many ways of giving creatively. Work in teams to identify a unique way to raise funds!

Any questions with the above can be directed to Debby (office@peacechurchucc.org or 507.282.6117).



## Prayer for Growth

Most loving God, you have generously given and entrusted many blessings to us at Peace United Church of Christ. As we gather as a community in worship, we grow in the Holy Spirit and share that Spirit with one another. Empower us with your strength and love as we begin this undertaking. Give us a sense of mission as we work together to more meaningfully become the hands of Jesus to our families, friends, neighbors, and the world. Help us to understand that it is your work, not ours, that we are doing as together as we seek to serve in your name. Amen.



Peace United Church of Christ  
Rochester, Minnesota

2019 Construction  
Debt-Reduction  
Capital Funds Campaign

## Join Us on

# Commitment Sunday! Sunday, May 19, 2019

## 9:00a

**Please bring your Commitment Card**  
(if you are unable to attend, we ask you to return your Commitment Card to the church office prior to May 19).

In celebration of our achievements and dedication of our gifts to the future of "Building a Bigger Table", we will host an egg-bake brunch after worship!

# Addendum C (continued)



Our "Footsteps to the Future" Capital Funds Campaign ended in April 2018. Through your generous gifts we were able to watch our dreams become reality...

We created more welcoming entrances...



from this

to this

and present to our members and visitors an open and spacious area...



going from cramped

to more spacious

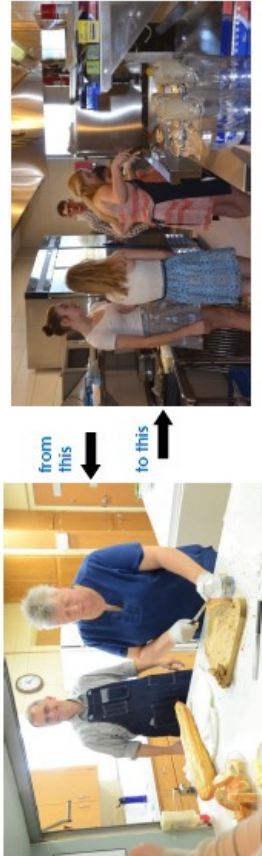
Remember what we had to store our coats and stuff?



from confining

to room to breathe

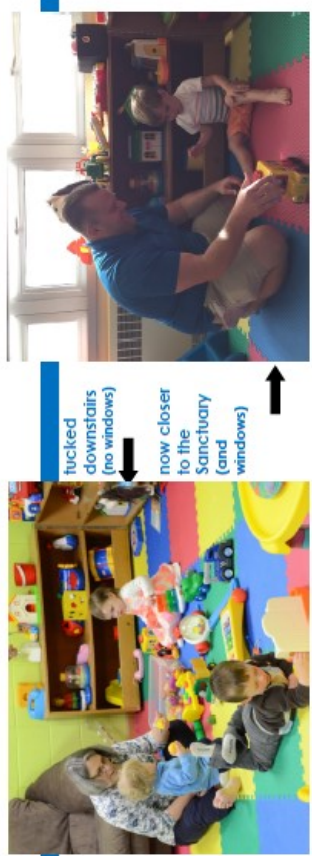
And there was even more! Finally the kitchen was upgraded....



from this

to this

The Nursery was relocated to make it more visible and accessible...



tucked downstairs (no windows)

now closer to the Sanctuary (and windows)

Plus we have an 'open' way to greet our members and visitors.



from here

to this

And we can't forget the Dwelling, the handicap bathroom, the additional door to the Fellowship Hall, fire sprinklers throughout, PLUS the administrative suite offices!





So now what? While we were able to raise a significant amount of funds with our previous campaign, loans were taken out in order to finish everything. We are asking everyone to prayerfully consider how you can help us reduce this debt. Accomplishing our goal isn't up to one or two of a few - it's up to ALL OF US who believe in God's call to build a bigger table through our ministries and outreach with the community. "Building a Bigger Table" is our theme for this construction debt-reduction capital campaign. It is our hope to raise \$600,000. While that may seem daunting, we are asking every one to "think outside of the box" on ways to work together to make this happen. We are challenging all the groups of Peace United Church of Christ to implement one fundraiser a year for the next 3 years for this effort. As we consider God's future for our congregation, we are asking everyone to pray:

- "God, please help me to step out in faith."
- "God, help me to commit myself to prayer, service and generosity."
- "God, I step out to do all these things through your grace and with a joyful, thankful heart."



### Where are we at?

Original Pledges Made: \$960,266\*  
Pledge dollars actually collected: \$815,418\*  
\*numbers as of 4/30/18

Construction Expenses: \$1,426,997  
(James Company, architect, Knutson Construction, kitchen, landscaping)

Bridge Loans - outstanding balance: \$680,835\*  
\*as of 1/25/19



needed to remain in this neighborhood and add new "life" to our church home. Together we can support our bigger table through the ministry and mission of Peace United Church of Christ for generations to come. God has richly blessed us ~ we have much to celebrate!

### What is needed?

It is our hope to raise \$600,000. We also would like to honor the 100th anniversary of Samaritan Bethany by designating \$10,000 of the funds raised to Samaritan Bethany Inc.. Our history has always been about building a bigger table. Our forefathers/foremothers saw a need and created Samaritan Bethany. We saw a

### How Do I Make My Gift?

Your commitment form is enclosed. Our Commitment Worship Service will be held on Sunday, May 19 at the 9a services. You are asked to bring your commitment for the three-year Construction Debt-Reduction Campaign. Our commitments, gifts and prayers will be received as joyful and thankful expressions of gratitude to God for the many blessings and gifts we have received. If you are unable to be in worship on Sunday, May 19, we ask that you mail or bring your card to Debby prior to this date.



